

Local Government SERVICE

JULY - AUGUST 1946

THREEPENCE



Conference at Brighton



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MEMBERS OF THE BUILDING BOARD MANUFACTURERS ASSOCIATION

was a good Conference; one of the happiest the Association has had. Notwithstanding criticisms of the agenda—in which we were by no means alone—keen interest shown by delegates, the exceptionally high standard of debate from floor and platform, the comfort and superb acoustics of the hall, and the admirable arrangements made by the Brighton branch for delegates' comfort and entertainment both in conference and outside it, combined to invest the week with that atmosphere of cordiality and constructive purpose which is fundamental to the success of a gathering of this kind.

Two impressions are outstanding. First, the quality of the speeches, which was as high in recent past Conferences it has been low. A difference, indeed, was astonishing. Whereas at Blackpool even the most important and controversial subjects, such as T.U.C.iliation, aroused, as we recorded at the time, no spark of enthusiasm, no thunder of faith, no flash of original thought," at Brighton the most trivial topic was debated with clarity, and, on occasion, genuine oratory. It seemed (though we dare scarcely hope to believe it) that branches and delegates had been to heart the sermon we preached a year ago, and had chosen for their spokesmen men and women able to put their points with conviction and humour, and willing to devote no time to preparation.

Unity of Purpose

Second outstanding impression was the unity of purpose between floor and platform. Past conferences too often degenerated into a sometimes amusing but never enlightening ping-pong match between delegates and the N.E.C., in which each side hurled epithets and bating points at the other, to the glee of the other but the detriment of the Association. At ancient NALGO custom has been in decline for some years; in Brighton it was tirelessly absent, and none will regret its passing, since it has been replaced by that agreement of essentials for which the Association has long been striving. There is still, of course, controversy—as there should be and, no doubt, always will be. But it was apparent that, while delegates may differ over methods—filiation to or independence of the T.U.C.; the preservation of local benefits in a national charter; the wisdom of deferring the higher nus claim, and so forth—they are at one on all vital matters and ready, if necessary, to sink or defer their individual convictions to the overriding good.

Important Decisions

Of the positive achievements of Conference, aside the imponderable but substantial multi which come from any gathering of like-minded enthusiasts, the list published on page 7 goes far to substantiate our earlier criticism of the agenda. Some decisions—and notably, of course, that to admit to membership the officers of nationalised public undertakings, which, it was suggested, might enable the association to increase its membership to 10,000—were of outstanding importance. At their number is few and the general impression is "thin." That Conference was successful far beyond our prediction we readily admit. But how much more successful would have been had the same standard of debate, the same degree of conviction, enthusiasm, and high purpose, been devoted to more motions of vital import for the future of the service as was devoted to the many comparatively trivial items which figured on the agenda! If, at Scarborough, next year, delegates can combine the qualities they showed at Brighton with a more challenging and forward-looking choice of subject, then we shall have a Conference indeed.

Since most of the decisions call for future

action, it would be premature to discuss them in detail now. Two discussions, however, were of particular concern to LOCAL GOVERNMENT SERVICE and we may, perhaps, be permitted to say a word or two about them.

First was the criticism, strongly and ably put and evidently widely shared, of the editorial in the May journal. So far as we can judge, this was based not so much upon what we said as upon the expediency of saying it. Mr. CHINN and his supporters did not quarrel with the view—we took of the agenda. Their complaint, rather, was that, in expressing that view, we had unworthily criticised branch honorary officers, had embarrassed delegates, and had represented the Association in an unfavourable light to Press and public. While we both

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"Local Government Service" will not be published in August, and the next number will not, therefore, appear until September 1.

recognise and sympathise with this view, we cannot subscribe to it. What is the proper function of a journal like LOCAL GOVERNMENT SERVICE? Mr. Chinn himself defined it as "to arouse greater interest in local government and to enhance the prestige of the Association." With that definition we agree—and the article was, in fact, designed to serve that double aim. We criticised the Conference agenda precisely because, in our view, it did little either to arouse interest in local government—was not the burden of our complaint that it very largely ignored the great changes and problems facing local government today?—or to enhance the prestige of the Association. If that criticism is a valid one, then surely it would be wrong to suppress it on the ground that its expression might annoy and embarrass individuals. The good of the Association as a whole is more important than the peace of mind of a Conference delegates. Criticism is essential to the health of any organisation, and without it that organisation must decay.

Journal Must Be Independent

Still less can we support the remedy proposed by our critics, that the journal should be subjected to some form of control and censorship by a committee of the N.E.C.—a proposal which the N.E.C. itself has always firmly rejected. As one speaker rightly pointed out, a committee cannot edit a journal: the attempt to do so would immediately deprive that journal of all individuality and make it a lifeless, colourless production, lacking punch and conviction. More important is a further consideration which our critics apparently overlooked. LOCAL GOVERNMENT SERVICE is the journal of the Association—not of the N.E.C., not of Headquarters, but of NALGO members as a whole. As such, it seeks to express the policy of the Association, to ventilate the views of members, to stimulate their interest, to give them a lead when occasion warrants. But it can do that only so long as it remains independent of all pressure and influence. Do the critics appreciate where their proposal would lead—to a journal which

would at all times reflect the views of whoever happened to be sitting on the N.E.C. and suppressing all contrary opinion?

We cannot believe that that is what they want. If the Association does not like the opinions of its editor, it can always sack him and appoint another; but if it wants a readable journal, it must allow freedom of judgment to whomever it appoints.

A Better Journal

We have left no space to discuss the notice of motion deploring the lack of improvement in the journal, and calling for a higher standard of production. But for that, little space is necessary, for we heartily support it. We agree that the appearance of the journal has not improved in the past twelve months—nor, indeed, in the past six years—and we are as keen as are members themselves to improve it. But we must work within the limitations imposed by Association finances, a strict and still acutely limited supply of paper, a circulation that is expanding at an embarrassing rate, and printing resources still curtailed by manpower shortage. We plan to do everything we can continuously to improve both the appearance and the content of LOCAL GOVERNMENT SERVICE. In that, members themselves can help. If they will write to us, saying what features and articles they like and what they dislike, what they want and what they do not want, what innovations they would welcome, our task in meeting their demands will be greatly eased. If is your journal, and it is up to you to make it the journal you want.

More Charter Progress

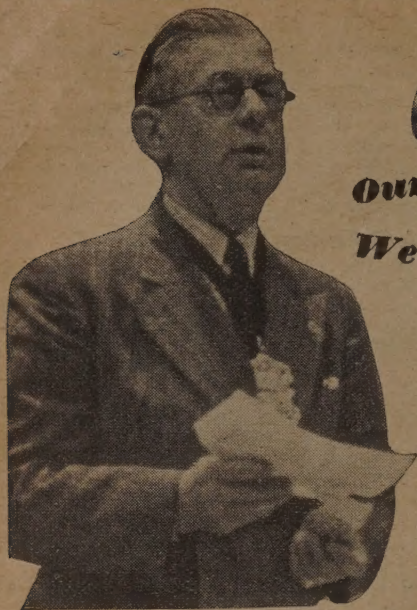
THE fact, recorded elsewhere, that more than 850 local authorities—well over half the total—have now voluntarily adopted the National Charter, is encouraging indeed. Still more encouraging is it that, of the remaining 680, only 25 have resolved not to adopt it.

Significant is the example of Burnley county borough and Colne borough. Shortly after the Charter was promulgated, these two authorities declined to adopt it and, not content with the orthodox and constitutional procedure of putting their views before the provincial council or the appropriate employers' associations, invited all other local authorities in England and Wales to follow their example—a procedure suggesting lack of confidence not only in the Whitley system, but also in the associations of local authorities who took part in the negotiation of the Charter.

The response from other local authorities was hardly what Burnley and Colne expected and now, thanks largely to the timely intervention of the provincial council, both these leaders of the "revolt" have adopted the Charter from April 1. Nine others who joined them in rejecting it at first, have now followed their wiser second thoughts, and it is to be hoped that the remaining 25 will soon do likewise.

If they do not, NALGO is now in a position, under the Conditions of Employment and National Arbitration Order, to enforce adoption of the Charter. It would prefer not to have to take mandatory action of this kind, since it is clearly preferable to have the Charter voluntarily adopted. It is not too much to expect all local authorities to accept a national scheme which has been so generally approved as sound and beneficial to the service as a whole.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.



Our freedom depends on local government
We claim a voice in reconstruction policy

A powerful warning of the dangers of piecemeal transfer of local government service to regional and national control was delivered by the President, F. H. HARROD, M.C., B.A., in his address to Conference. Mr. Harrod called for a Government survey of local government, so that it may be planned and co-ordinated to meet modern needs, and urged policy-makers to consult NALGO on reconstruction

MY presidential year, said Mr. Harrod, has indeed been a wonderful year. Not only has our country emerged victorious from the greatest armed conflict the world has ever seen, but our people, with no uncertain voice, have placed their destinies in the hands of new men advocating new policies for international and national reconstruction so urgently needed. Nations, peoples, and individuals stand aghast and stunned as they look out upon a world in which they see millions of their fellow men and women struggling to rebuild their shattered lives amidst a welter of famine, distress and misery so vast that the human mind recoils at the immensity of the problems calling aloud for solution.

In this country, we should all count our blessings. By the heroism of our fighting forces and by the diligence and steadfast purpose of all at home, we have been saved not only the physical horrors but also the mental and spiritual agonies of an invaded and occupied country. To-day, we stand firm and stable, free from famine and financial chaos, our freedom and traditional way of life preserved, ready to meet the future in the calm confidence of an ordered community determined that its future citizens shall enjoy a fuller and a better life in a planned and peaceful world.

I believe that these blessings are very largely due to the wonderful strength and adaptability shown, during the war years, by our local government system and the steadfast and loyal service given by all local government officers on whose shoulders rested the manifold duties of maintaining the day-to-day life and amenities of their fellow citizens—food control, fuel control, civil defence, education, public health, social welfare, the supply of water, gas and electricity, drainage, sewerage, and cleansing—all services vital to the well-being of family and civic life.

Local government is the life-blood of the British people and its stream has flowed through the centuries of our nation's history. Our democratic system from the days of the village moots to the parish council of today has been based on the local interest and the active participation of local inhabitants in the government of their local community.

Now, in the growing complications of present-day civilisation, and with the interdependence of local, national and international life, there is a real danger of the active participation of the individual citizen in the protection

of his rights and freedoms being lost to local government by the absorption of small local government units into larger, and even regional, bodies. When the seat of government is far removed from the individual citizen, he feels himself merely a cog in the wheel, with little or no influence on the direction of policy, and so becomes disinterested and apathetic to the acts of government.

The freedom of the citizen is largely dependent on the maintenance of local participation in the machinery of government. The over-centralisation of the control of national and local services must inevitably lead to a system of totalitarianism or bureaucracy.

This is why our Association must keep a watchful eye on the present tendency to disintegrate local government and local control by the piecemeal transfer of local services to regional and national centralised direction and control. Education has been largely delocalised; hospitals are to be regionalised; the utility services are to be nationalised; police forces removed from local control; public assistance largely centralised; and so many of the functions that have been organised and run by local men and women under local franchise are to be organised and run by bodies remote from the intimate control of, and sometimes not even directly elected by, the individual for whom those services are provided. (Cheers.)

This does not mean that the Association is opposed to policies of nationalisation of services, but it does mean that in the new set-up, care should be taken that the administration operates locally and not from some distant centre, and that the organisation is intimate and not too mechanical. The human element and individual rights must not be sacrificed on the altar of material and mechanical efficiency.

I believe that the time has come for the Government to make a complete survey of local government, its areas, functions, constitution and finance, so that the local government machine may be properly planned and co-ordinated to the needs of to-day, and so avoid the danger of the whole machine breaking down by the gradual removal of separate parts.

The great problems of post-war reconstruction are all of vital importance to the local government officer, and this Association claims that it should be fully consulted by those responsible for formulating national policy.

We feel that the experience and training of our members places them in a unique position to give valuable and expert advice towards the efficient solution of most of these problems.

Education, housing, health services, roads and transport, water, gas and electricity

services, drainage and sewerage, holiday resort town planning, national insurances—all are under review, and their future development and organisation are matters of immense importance not only to the nation but to the individual citizen and our own members.

Whatever Parliament may decide, the nation may rest assured that local government officers will continue to render loyal and ungrudging service to their fellow men and to maintain unimpaired the high efficiency of local government in this country so that we may continue to lead and educate other peoples in the democratic way of life.

So much for general ideas and principles. What about our own Association? This has been the Charter year. (Cheers.) For many years the vision of national scales of salaries and national conditions of service has been in our eyes. Often we wondered whether the vision were only a mirage in the desert luring the thirsty traveller on, but with no apparent possibility of making it a reality. Now it is an accomplished fact, thanks to the co-operative spirit of the Ministry of Health, the associations of local authorities and the hard work of many of our members led by HARRIS ALLEN and TEDDY RILEY. (Cheers.)

But national agreements involve national responsibility, and it is our bounden duty to see that the Charter is loyally accepted by all our members. We as an Association must repudiate any attempt to alter the Charter whether to the benefit of the authorities or ourselves. The essence of a national bargain is the loyal acceptance of it by all participants.

Already more than 640 authorities have adopted the Charter in full, but the Association will not be satisfied until it has received universal acceptance, and we shall not hesitate to take the necessary action against any defaulter from whatever direction default comes.

But the Charter is not the final word. We shall still continue to endeavour to improve it and to see that future entrants to the local government service may be assured of the chance of a reasonable career and of opportunities for advancement as their ability, industry and personality warrant.

From this aspect, the post-entry training section of the Charter is of the greatest importance. It is intended to provide that every junior entrant shall be given reasonable facilities to obtain the administrative, technical and professional qualifications necessary to enable him to reach, if he is capable, the highest posts in the service. I trust that all branches will see that this portion of the Charter is fully operated by their authorities.

The advent of the Charter should rally all local government officers to our ranks. Already our membership stands at more than 140,000. That is 30,000 more than at the outbreak of war. (Cheers.) We specially welcome to-day the

500 members of the Birmingham Guild to ranks. (Cheers.) We recognise the Guild as most efficient organisation serving the interests of one of the largest local authorities in the country, with an enviable record of leadership and efficiency in local government. We are glad that they have come in with us. We are convinced that they will never regret their decision, but that together we shall go from strength to strength. We are pleased to have Mr. G. C. MARTIN as a member of the National Executive Council and we give a special welcome to the Birmingham Guild delegates at our Conference to-day.

The Association stands at a critical point in its history. Pending and projected legislation will inevitably result in many of our present members ceasing to be local government officers employed by local authorities. What is to happen to them? Are we to lose their valuable assistance in the problems of the future? Conference must decide whether we are to shrink in numbers and effectiveness in the services of local authorities contract, whether we are to extend the basis of our membership to include those officers of regional, provincial authorities or *ad hoc* bodies which may be set up to administer public functions and services in the future. I have little doubt to the decision. As local government areas expand or change, our membership qualification must expand or change in harmony. In the meantime we must do all that we can to protect the interests of those who, as a result of legislation, may be lost to us.

At the moment we are concerned about the future of many of our colleagues in the social welfare departments. The Government, in our view, by refusing to give them compensation for loss of office, is committing a grave injustice and is shamefully using a technical or legal quibble as an excuse for throwing many loyal and well-trained local government officers "on the streets."

Expansion of membership necessitates extension of organisation. District or regional organisation is essential to the Association, and we must have more district or regional officers to make our work really effective. I must at this point welcome our new general secretary, Mr. J. H. WARREN (Cheers), who is

well known to us and comes to us with a wide knowledge and experience of all types of authorities and whose charming personality and proved ability are guarantees that the Association will be well served by him. We are fortunate that one so eminent in local government should have offered his services to his colleagues as the full-time chief officer of this great Association. We wish him joy and happiness in his work. (Cheers.)

We have to move from Abingdon Street, the Government having decided that they must take over our premises. Your Council is therefore charged with the extremely difficult and responsible task of finding new headquarters adequate and suitable for our work and status.

Of the particular work and activities of the Association I have no time to speak. All are expanding and need vision and capacity to meet the needs of the present and future. The legal work grows rapidly in volume and importance; public relations is forging ahead and all the ancillaries are sharing in the general advance. But I must mention the amazing success of the Association's local government exhibition. In the past twelve months, branches have organised over 180 exhibitions, seen by well over a million people. I had the privilege of opening or attending several of these exhibitions and everywhere I found that they were arousing considerable public interest and increasing in the public mind the importance and range of local government.

What I have said so far should make every member realise the important work and issues which lie before us, now and in the future, and will, I hope, spur on the younger members to take up the torch which we older members are about to hand on. Only thus can the future be assured and can we make good our claim to give Britain "the most efficient local government service in the world."

But there is an immediate task and duty to which we all must put our hands—the provision of a worthy memorial to those of our colleagues—about 2,000 in number—who by their supreme sacrifice made our present successes and our future hopes possible. It has been my privilege as your President to issue a personal appeal to every member to support this object and to raise quickly the

sum of at least £40,000 to purchase and equip "Knole Lodge," Bournemouth, as our war memorial convalescent and rest home.

Our war record is a proud one. Of 106,000 members in 1939, nearly 40,000 joined the Forces, and most of the remainder played a prominent part in Civil Defence and the Home Guard. Of those 40,000, we have knowledge that 1,954 lost their lives in the Forces and 83 on the Home Front, while 979 received awards or commendations for gallant and distinguished service.

In these awards are included 1 Victoria Cross, 6 George Crosses, 28 George Medals, 148 D.F.C.'s, 78 D.F.M.'s, 11 D.S.O.'s, 47 M.C.'s, 32 M.M.'s, 1 Polish Cross of Valour, 1 Polish Cross of Honour, 1 United States Air Medal and 17 Croix de Guerre. Mr. T. M. Alderson, of Bridlington, the first civilian to be awarded the George Cross, is present as a delegate. (Cheers.)

Our Association stands to-day stronger than ever before, firmly established and recognised by the Government and the local authorities as the body which can speak with intimate knowledge of the problems of local government, because it includes within its membership all grades of local government officers. This position has been gained by hard work, loyal service and independent action. So long as the Association remains true to its tradition of loyal service to the public, freedom from party politics, keen watchfulness over the interests of its members, and deep interest in the great problems of local government, so long will the Association grow in influence and prestige, gaining still greater benefits for its members and for the service to which they belong. In my year of office I have visited many districts and branches. I trust that I have in some small way upheld the dignity and importance of the Association, which I am convinced is destined to play in the future a greater and more influential part in local and national affairs than it has done in the past. I therefore urge all members to take an active part in the work of the Association. If they will do that, I have no doubt but that NALGO will continue to flourish. (Loud and prolonged cheers.)

Conference at a Glance—What Delegates Decided

It Resolved to:

- Admit and recruit to membership of NALGO officers of dock, harbour, tramway, electricity, water, or other public undertakings established by enactment or statutory order;
- Approve the merger into NALGO of the Birmingham Municipal Officers' Guild;
- Record its concern at the absence of a "no detriment" clause in the Charter;
- Allow an isolated member working away from the town in which his branch is centred to join the nearest branch, provided that negotiations about him with his employing authority are conducted by or with the approval of his "employer" branch;
- Reduce the income of the Metropolitan, North Western and North Wales, and Yorkshire districts and divide the amount so saved among the remaining nine districts;
- Record its appreciation of the wartime services of temporary officers;
- Limit Conference speeches to ten minutes for the mover of a motion or amendment and five minutes for subsequent speakers, unless Conference agrees to extend the time.

It Refused to:

- Affiliate to the T.U.C. (by 56,250 votes to 43,742.)
- Submit the Metropolitan District plan for reform of London government to the Reading Committee of Inquiry;
- Grant to branches and districts an unfettered right of public expression on matters which do not conflict with Association policy;
- Abolish women's committees;
- Deny admission to temporaries after November 1, 1946;
- Admit "servants" to membership;
- Approve a motion criticising the production and layout of "Local Government Service."

It Asked the N.E.C. to:

- Obtain a higher cost of living bonus;
- Ask the National Whitley Council to formulate machinery for the guidance of local authorities on grading;
- Obtain an increase in the London weighting of the national scales;
- Do all possible to secure the expansion of traditional, effective, democratic, local government;
- Take steps to abolish medical examinations for officers taking new posts;
- Seek arrangements for week-end leave for officers;
- Consider amendment of the Superannuation Acts to ensure their application to officers of Catchment Boards, to provide pensions for widows or widowers of officers, and to secure 60ths for all non-contributory service;
- Seek legislation to provide security of tenure for all local government officers;
- Initiate a campaign for the establishment of local joint committees throughout the country;
- Press for early presentation of the report of the Royal Commission on Equal Pay;
- Consider the provision of self-supporting guest houses for retired members and their wives, husbands, widows or widowers.

Conference Meetings

What happened at the meetings of branch public relations officers and education correspondents and at the annual meetings of the ancillaries—NALGO Approved Society, NALGO Building Society, NALGO Provident Society, and LOGOMIA—will be reported in the September number since space this month is fully occupied by Conference proceedings and debates.

118 Sir Stephen Tallents States Case for Local Government Public Relations

Two Dividends—Savings to Rates; Stimulus to Staff

The need for every local authority to adopt a policy of public relations was stressed by Sir Stephen Tallents, K.C.M.G., former director of public relations at the Post Office, the B.B.C., and the Ministry of Town and Country Planning, when he addressed 800 delegates at Brighton on Monday, June 10. So many arrived for the meeting that it had to be transferred from the Pavilion Theatre to the Dome itself.

WELCOMING the opportunity to address so representative an audience of local government officers, Sir Stephen declared that its local government system was one of Britain's outstanding assets. He had had good personal reason to appreciate its value when, thirty years ago, he had been concerned, at the Ministry of Food, in the planning of the first rationing system and had insisted that the burden of its administration must be entrusted to local authorities, not to the central government. (Cheers.) More recently, he had had a convincing first-hand view of the essential part which local authorities must play in town and country planning, if that planning was to succeed.

In particular, he welcomed the opportunity of speaking to—and, still more, listening to—that meeting on public relations, because he had long been impressed by the initiative NALGO had shown in the field. He had watched the development of the Association's programme from its earliest days, and knew that it had approached a difficult pioneer task with unique initiative and admirable good sense.

By whatever name it was called, said Sir Stephen, public relations was essential to government, local as well as central, in modern conditions, and in that connection he warmly endorsed the Association's proposals, as set out in the report of the NALGO Reconstruction Committee and the new pamphlet on public relations in districts and branches. They had only to open a newspaper any morning to see that one of the greatest needs of the present-day world was for better mutual understanding. To take an outstanding example, did not the future use of atomic power depend upon better international understanding, and was not the study of the means by which that understanding could be achieved a first charge upon the attention of us all?

It was no accident that the opening words of the constitution of UNESCO read:

"Since wars begin in the minds of men, it is in the minds of men that the defences of peace must be constructed."

"In the world of government," Sir Stephen declared, "the same need is patent. Today's electorate is the whole population. Education is more widely diffused. Government has passed from the passive to the offensive, for, in Graham Wallas's words: 'Governments have come to be engaged not merely in preventing wrong things from being done, but bringing it about that right things shall be done.' The consequence is that Government intervenes much more in private affairs and, if its policy is to be successful, it must enlist not only the interest but the co-operation of the citizens."

"The channel for an idea is as important as a road for a motor-car—but how much more effort we spend on conveying our bodies from place to place by bus, train, and plane than we spend on conveying our ideas. We must do for ideas what planners of roads and routes do for the transport of our bodies. New ideas, new devices, new techniques are wanted, and many are outlined in NALGO's new pamphlet."

But public relations must not become a plaster concealing indifferent workmanship.

The work which it publicised must be sound and well done. For this reason, every officer had a part to play in a successful public relations policy. Every local government officer, down to the humblest junior, was, in his contacts with the public, an ambassador of his local authority. Every office of a local authority should be regarded as an embassy—and if that were done, a remedy might be found for

HEALTH MINISTER'S CALL

"Your Task—Reconstruction"

Mr. Aneurin Bevan, Minister of Health, sent the following message to Conference:

"I am glad of the opportunity to send a message of greetings to NALGO on the occasion of the Association's annual Conference, and, through the delegates assembled to-day, to all local government officers throughout the country."

"Since your last meeting, final victory has been won and we have just witnessed the Victory celebrations, when I was glad to see representatives of the local services taking their due part in the march here in London. Our task is now to continue whole-heartedly in the great work of reconstruction, and in the extension and improvement of the social services. Some of our plans are already in operation, others are nearing completion, but it is necessary to mention only a few, such as the development of housing, the health services, and education, to realise that they are involving and will involve local authorities and their staffs in work of greater magnitude and of more lasting significance to the future welfare of the country even than that which you have hitherto so splendidly carried out."

"In the period now before us, the closest co-operation is essential between the Government and local authorities, and the highest standard of efficiency in local administration is required if our plans are to bear fruit. I know that your Association, as in the past, will continue to play a vital part in attaining these ends, and I therefore welcome your deliberations, and wish your Conference every success."

what Sir Alan Herbert had described as "the depressing dullness of every place in which the Crown had dealings with the citizen." (Laughter.) That comment, of course, applied to central government offices, but no doubt it was sometimes equally applicable to local government offices. (Hear, hear!)

Similarly, every letter that went out from the office of a local authority had something of the character of a diplomatic dispatch. Time was well spent in securing that every outgoing letter was clearly written, in simple English, and from the point of view of the man or woman who would receive it, as well as from that of the official who signed it. (Hear, hear!)

Public relations, Sir Stephen warned, must not seek to publicise an individual; it had to deal with a service, not with those who served. Neither was it a job good enough for the man who was not doing too well in his own department. (Laughter.)

"I had hoped," he observed, "that such a warning was unnecessary when speaking to local government officers, but from the laughter I

gather that there is some need for it. It was my hope that the heresy that public relations was below the salt had not spread beyond the central government departments. You must fight for a proper status for the work."

In their public relations work, local authorities should not seek to enter into competition with the Press: co-operation was more effective than rivalry. The proper function of public relations was to provide the raw material for the Press, making facts available to it clearly and promptly. In that connection he recalled a conversation he had had with Rudyard Kipling a few weeks before he began his own public relations work. "Whatever you do," Kipling had said, "do not try to issue a special paper or periodical. Stick to the ordinary newspapers."

In illustration of his point that successful public relations called for imagination, Sir Stephen told how the Post Office secured wide publicity for the inauguration of TIM—the speaking-clock. It was necessary to find someone to record the time which telephone subscribers would hear when they dialled TIM. That could have been done by a stroke of the pen, and without any publicity. Instead they organised a national competition for the "Girl with the Golden Voice." That secured great publicity, and TIM was headline news for days.

Before launching a public relations campaign, it was essential to survey the field and the people to whom the campaign was to be directed. And in the work itself, they must touch people's imagination as well as the reason. To do that it was necessary to enlist the arts—and be sure to use the best in each art. The best always paid in the end. Lincoln and Churchill would remain in our memory when thousands of lesser orators had been forgotten. It was expensive to use the best artists in making films, poster, and broadcasts: but their work was the cheapest in the long run. Illustrating this point, Sir Stephen recalled a documentary film, "Song of Ceylon" made nearly 20 years ago, when it was with the Empire Marketing Board. The film was highly praised at the time, and widely shown. What was more surprising it had lasted. Only recently, the American magazine, "Time," had praised it, and it was still in demand.

For a local authority, Sir Stephen concluded, well-directed public relations work would yield two substantial dividends.

In the first place, it would save the ratepayer money. For example, large savings would be secured if the public could be educated to dispose of litter in an orderly way and both health and money would be saved if the public fully understood and used the resources which the modern local authority placed at its disposal for the prevention and treatment of ill-health.

In the second place, good public relations enterprise could secure a most beneficial reflection in the spirit and thus the efficiency of the men and women whose work it interpreted. Much modern official work had to be conducted in places where the public could see nothing of it at first hand, and where the staff responsible for it could see nothing of its impact on the public. To staffs so placed, the dramatising and bringing alive of their work the putting of them "on parade" could be a great stimulus and encouragement. In addition, it helped to secure the public's co-operation and often elicited helpful suggestions for the improvement of a public service.

BRIGHTON

Conference

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with many apologies to Thomas Rowlandson.

BLEAK Prospect for Brighton" had warned LOCAL GOVERNMENT SERVICE and to delegates who arrived on the Saturday and Sunday before Conference, to find a cold south-west wind whipping columns of white horses across the grey sea and lashing with icy rain those who sought the shelter of the inland streets, the prospect seemed bleak indeed.

But not for long. N A L G O Conferences are always unpredictable. Whereas in Blackpool a year before, an agenda described in advance as the most "constructive and forward-looking" in the Association's history had produced the most tame and colourless debates, in Brighton an agenda for which even its defenders could find no word of praise called forth discussion of a standard rarely, if ever, surpassed.

Whatever the cause—Brighton ozone and good air; the sight of a town looking more "normal" than most had seen for years; or a perfect hall, comfortable, well lit, and with superb acoustics—delegates excelled themselves. From the opening public relations meeting on Monday morning, which they attended in such numbers as to call for immediate transfer to the more spacious acres of the Dome, to "Auld Lang Syne" on Thursday afternoon, they displayed enthusiasm, attention, and the keenest interest.

Conference Debates Best Yet

Forgotten were the halting reading of illegible scripts into a reluctant microphone, the senseless attacking of speakers, the sham fights between platform and floor, which have marred previous conferences. In their place, we had well-reasoned, well-delivered speeches, seasoned with wit and occasionally flowering into oratory; constructive argument; and a readiness to listen to opposing views and reach a balanced decision upon them. There was controversy, but it was controlled, and upon essentials Conference showed a deep and inspiring unity. In short, Brighton Conference was a model for comfort, geniality, excellence of debate, and smoothness of organisation. But let the record speak for itself.

Delegates were all in their seats at 9.30 a.m. on June 11 for the traditional civic welcome from the Mayor of Brighton, COUNCILLOR W. CLOUT, J.P., who introduced himself as a conference expert of 5 years' experience. But it gave him particular pleasure to welcome this one, since he had a son who was a delegate.

The PRESIDENT, thanking the Mayor, said it was a fine gesture, which the Association appreciated, that wherever Conference was held, the chief citizen extended to it an official welcome.

B. & O. FUND'S FINE YEAR

Total of £32,000 Raised

After the formal confirmation of the minutes of the 1945 Conference and the reading by the President of the message from the Minister of Health, R. T. SHEARS, chairman, Benevolent and Orphan Fund Committee, announced the results of district collections during the year—reaching the magnificent total of £32,000—and of the award of trophies and diplomas:

TROPHIES

1. SIR HOMEWOOD CRAWFORD SHIELD—West Midland District, with £2,656, an average of 6s. per member;
2. VISCOUNT WAKEFIELD SHIELD—North Eastern District, with £2,143, an average of 5s. 11d.
3. BRIDLINGTON CUP—Southern District, with £1,795, an average of 5s. 9d.

OTHER DISTRICT TOTALS

District	Amount £	Members	Per head s. d.
Yorkshire	3,902	15,055	5 2
South Wales	1,681	6,711	5 0
Eastern	1,799	7,326	4 11
Metropolitan	5,560	23,547	4 9
East Midland	2,113	9,373	4 6
South Eastern	1,528	6,875	4 5
South Western	1,533	7,081	4 4
North Western	5,367	25,561	4 2
Scottish	1,902	10,603	3 7

DIPLOMAS OF MERIT

Awarded to branches whose contributions have reached £1,000 since the inception of the Fund:

	£		£
Stretford ..	1,145	Derby ..	1,057
Lincoln ..	1,079	Leicestershire	1,045
Swindon ..	1,079	Bedfordshire	1,032
Gateshead ..	1,067	Middlesbrough	1,012
Chesterfield ..	1,061	Maidstone ..	1,006
Hampshire ..	1,058	Cumberland ..	1,001

A CONFERENCE COMPETITION

Our brilliant heading sketch, in the style of Thomas Rowlandson, cartoonist of Regency England, when Brighton jumped to fame, illustrates a number of Conference incidents. We offer a first prize of £1 1s. and a second prize of 10s. 6d. for the best descriptions of them to reach us by August 15. The cartoon is by R. E. Forrest, secretary of Barnes branch who, with A. J. Mortimer, public relations correspondent at Brighton, illustrated the rest of the report.

SPECIAL MENTION

Branches which have increased their contributions by a further £1,000:

	£		£
Sheffield ..	8,492	Walthamstow	2,248
Liverpool ..	7,285	Reading ..	2,153
Glasgow ..	3,296	Sunderland ..	2,114
Nottingham ..	3,037	St. Helens ..	2,028
South Shields	2,297	Birkenhead ..	2,014

Mr. Shears opened his statement with an apology for the fact that a preliminary statement of the district collections sent to branches had failed to take account of the contribution by Stoke-on-Trent branch of an investment of £400 in 3 per cent Savings Bonds, thus bringing the West Midlands district from fourth to first place.

The West Midland district was fortunate in having Stoke-on-Trent in its area. In addition to its members' subscriptions to the Fund, the branch had contributed £1,730 in Savings and War Bonds since 1942—equivalent to an average contribution of 12s. per member. Such spontaneous generosity had never been equalled in the annals of the Association, and he doubted whether it had been equalled in any section of the trade union movement. (Cheers.)

Membership Over 100,000

The Fund now had more than 10,000 life members—the 10,000th certificate was issued recently to a woman member of the education department at Portsmouth—and more than 90,000 regular voluntary subscribers. On the expenditure side, its scope was constantly widening. During the past year, the weekly grants and the special Christmas grants had again been increased, and a scheme of free holidays for beneficiaries, and especially children, had been instituted. Special bursary grants were being made, irrespective of means test, to all N A L G O war orphans. The Fund was actively co-operating in the Association's convalescent home, and hoped soon to consider the provision of a home or other accommodation for elderly people who had no relatives or friends to look after them.

Much remained to be done, and he hoped that during the coming year the number of subscribers would increase from 90,000 to 100,000. On behalf of the N.E.C., he thanked members for all they had done for the Fund; may their great and useful work long continue! (Cheers.)

There followed the President's address, reported on page 117, after which A. WADE (Nottingham)

Delegates Acclaim Merger of Birmingham Guild into N A L G O

moved a vote of thanks to the President. The Association, said Mr. Wade, had been favoured in its Presidents in recent years, and Mr. HARROD had excelled himself. He had been in the service of local government for a long time, and step by step had reached the peak of his profession. He had been a member of N A L G O for nearly a quarter of a century, had been elected to the presidency of his branch and to the chairmanship of his district committee, and for many years had served with distinction on the N.E.C.

Himself an ex-Serviceman, who served with great distinction in the 1914-18 war, the President had the point of view of the ex-Serviceman continually before him, and the ex-Servicemen present would appreciate his efforts on their behalf.

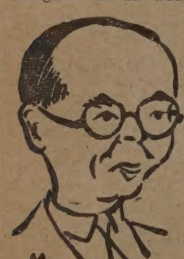
His year of office had been noteworthy. He had referred to the National Charter, but not to his own work in obtaining it; yet through his activities the Charter had been brought nearer. His address would be read and studied by all who had the welfare of local government and of the Association at heart. It was to be hoped that the editor of LOCAL GOVERNMENT SERVICE was present, for the address would have done much to dispel the depression (laughter) which had apparently descended on him when he wrote the leader in the May journal, entitled "Bleak Prospect for Brighton." (Cheers.)

The vote of thanks was carried unanimously, with acclamation.

BIRMINGHAM'S DECISION Overwhelming Majority

There followed the announcement of the results of the election of the N.E.C. and honorary officers, the resolution reappointing the Association's auditors, and the appointment of scrutineers, after which the President called upon H. R. JONES, N.E.C., to move an emergency motion confirming the action of the Council in approving the merger of the Birmingham Municipal Officers' Guild into N A L G O.

Terms of the merger had been circulated to delegates as an addition to the annual report.



H. R. Jones

They provide that the Birmingham Guild—hitherto, apart from the L.C.C. staff association, the only substantial group of local government officers remaining outside N A L G O—should merge with the Association from May 1, 1946, becoming the Birmingham branch while retaining its former name. Guild subscriptions, at present substantially lower than those paid by N A L G O members, will be gradually raised over the next three years, reaching full rates on November 1, 1949. During this period, the Guild will nominate a member of the N.E.C. (unless a member of the Guild is elected in the ordinary way). The Guild will ask Birmingham city council to become a constituent member of the West Midlands provincial council and the West Midlands district committee to add three Guild representatives to the staff side of the provincial council. The Guild will be entitled to its maximum representation on the district committee. After November 1, 1949, all special arrangements will cease, and the Guild will occupy the same position in the Association as any other branch.

Moving the resolution to approve the merger, Mr. JONES, who is secretary of the West Midlands District Committee, said that for many years the district committee had been concerned that the majority of Birmingham officers were outside N A L G O and had made several approaches to the Birmingham Guild, but without success. Towards the end of 1944, J. E. N. DAVIS, then district officer, who had always refused to give up hope of amalgamation, suggested another attempt. This was made, and Mr. Davis addressed the Management Committee of the Guild, which agreed to appoint five members to a fact-finding committee with representatives of N A L G O.

Last January came the key meeting of the fact-finding committee, which produced the scheme now before the Conference. In the opinion of the N.E.C. it was an equitable scheme, and he could well imagine that one or two other organisations which claimed to be interested in



H. G. BAKER, NALGO Financial Officer for 35 years, who is retiring next year.

the welfare of local government officers would welcome a similar opportunity to merge with N A L G O.

In March, a special meeting of Guild members approved the proposals by an overwhelming majority. He was a little apprehensive when told that the final decision would depend upon a ballot, having heard that word before (Laughter); but on this occasion the votes were cast in the right direction, and the scheme was approved by 3,734 votes to 221. (Cheers.)

If Conference approved the scheme the bulk of the staff of only one large local authority—the London County Council—would remain outside the ranks of N A L G O. There was room for them. The Association would welcome them, and he hoped that it would not be long before they followed the example of Birmingham.

"A Great Achievement"

W. E. VEASEY, N.E.C., seconding the motion, described the merger as one of N A L G O's greatest achievements, bringing into the fold the staff of the biggest county borough in the country and the last to remain outside. For many years, the Birmingham Municipal Officers' Guild had functioned with great success as an independent organisation, and he was sure that it would bring great strength to the Association, and that the Association, for its part, would be able to give good service to the members of the Guild.

Mr. Veasey paid a warm tribute to the former Birmingham branch, which had held the fort under great difficulties, and sometimes with the existence of the branch in jeopardy, but which had stood firm for the principles of N A L G O.

The resolution was carried unanimously, with acclamation, and in response to the President's invitation, J. G. JESTER, president of the Birmingham Guild, thanked delegates "on behalf of the largest branch of N A L G O," for extending to him and to G. C. MARTIN, the Guild's representative on the N.E.C., and C. A. SMALLMAN, its secretary—both of whom bowed acknowledgement of the warm greeting of Conference—the hand of friendship.

In Birmingham, they had been very fortunate in their leadership. They had begun to think that JOHN DAVIS must be a member of the Guild, they saw so much of him. But at times they had felt that the bridegroom was rather impatient—possibly because the bride, like other women, especially during the war, felt that she was doing equal work. (Laughter.) But her guardians let her have her head, and in the end she asked for advice, and there was a meeting of families to talk things over, with the result they had just approved.

This had been an historic year for the Guild, and he could give the assurance that, just as their city motto was "Forward," so they would go

forward whole-heartedly as part of a happy brotherhood. (Cheers.)

TREASURER'S REVIEW

Liquid Reserves Down to £14,000

After this cheerful interlude, Conference settled down to listen to the honorary treasurer's financial statement—normally a somewhat dull recital of what, to many, are meaningless figures, but on this occasion enlivened by sparkling wit and mirth-entraining even to the mathematically inept brilliant extempore presentation and clear analysis.

J. H. ROBINSON, the treasurer, won the card of Conference from the start. He suffered, he averred, from two handicaps. He was attending his first Conference, and therefore had not heard what his predecessors had said. But he knew of the warm fraternal feeling between speaker and audience, and that if a speaker was in danger of wearing out his feet by standing on them too long, delegates would not fail to call his attention to the fact. (Laughter.) Secondly, he was presenting the accounts of the last year of office of his predecessor. He assured Conference that nothing that he might say should be regarded as in any way criticism of his friend Mr. WHITEHEAD, nor was he casting any brickbats at the N.E.C., that was the exclusive privilege of those on the floor. (Laughter.)

Some delegates, looking at the impressive figures in the aggregate balance sheet, might be led to think that N A L G O was in a particularly strong financial position, or, as branches were apt to say, "N A L G O has bags of money." One member, indeed, after subscriptions were increased last year, had written to Headquarters in terms which might be used by delegates as a model for their departmental correspondence at home—they were singularly abusive (Laughter)—to the effect that N A L G O had no right to increase subscriptions while having £6,000,000 of investments. But that aggregate balance sheet was a conglomeration of figures relating to N A L G O members as an Association and N A L G O members in their individual capacity, and any inquiry into the financial resources of the Association must begin with the balance sheet of the general fund.

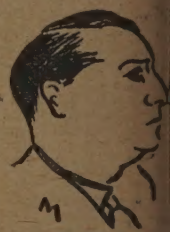
In his view, the strength of an active and militant trade union depended on the amount of its reserves, and in particular their liquidity, and its power to give benevolent help to members in need. Today, N A L G O's balance sheet showed a general reserve fund of £55,680, a surplus from holiday centres of £5,050, and a revenue account accumulated surplus of £10,000. Having regard to the known losses on revenue account, delegates might wonder how the came to be a surplus on revenue account at all, and, to be frank, so did he. (Laughter.)

Those three figures, however, totalled about £70,000. But of that amount, only about £14,000—20 per cent of the total—was in ready money—cash, investments, or other liquid assets.

It might be said that that was a small matter, although, personally, he had never found a surplus of ready cash any great inconvenience. (Laughter.) But there were two matters at least in respect of which greater liquid resources would have been desirable: first, implementation of the Charter up and down the country might involve expenditure, and secondly, N A L G O had to buy new offices, and he considered that the parent Association should own those buildings.

Was the position better or worse than previous years? In 1941 the reserves stood £94,400, their highest figure, and the liquid resources were about 24 per cent. In 1942, however—and it was significant that he had gone a long way back to make his point—the reserves, of a little over £53,000, were entirely represented by gilt-edged investments and cash. There was, therefore, the paradox that the balance sheet was strongest when the reserves were least.

The reserves had fallen from £94,000 in 1941 to about £65,000 today, a drain of about £29,000. Each year since 1941 had shown annual net loss charged to reserves—£4,366 in 1942, £7,992



J. H. Robinson

Treasurer's Warning : Costs Outpacing Subscription Income

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£5,190 in 1944, and £11,209 in 1945, making a total of over £28,000. But that was not the whole story, because a reserve fund accumulated the interest on its investments, and if the fund were reduced, it meant that those earnings had also been utilised to meet the losses. If, therefore, he took not the net drain on the reserve fund in those four years, but the actual charges to the reserve fund, the amount was about £41,000.

There were two causes for that: the loss on day camps and the loss on the general account. The general fund revenue account for 1945 showed a deficit of £7,137. From 1929 to 1942, there had been a surplus every year, reaching its maximum in 1937, at £8,000, while 1943, 1944, and 1945 each showed a deficiency, totalling £17,000. He wished he could say that was the end of the story; it was not. For the current year, taking into account the increased income from subscriptions, estimates submitted to the N.E.C. budgeted for a deficiency of £11,000, together with a possible £3,000 on the holiday camps.

Could that position have been avoided or seen? Members' subscriptions were the lifeblood of the Association. In 1930 the average subscription per member was less than a year—not a prohibitive figure in relation to the benefits which members had received in transportation, sickness benefit, holidays, Whitley meals, and, finally, the Charter.

Up Ninety Per Cent

Present membership (excluding the Birmingham district) was 134,200, an increase of 84 per cent. in 1933, when the Association had all its divisions, an adequate headquarters staff, and a stable divisional organisation. Subscription income in 1933 was £37,260. As membership had risen, so had income; and, taking 1933 as the base year, the additional amount of money over £37,260 which the Association had had since 1933 was £193,000. What had become of it? General administration, excluding amounts charged to the ancillaries, had taken £116,000 more than the amount required in 1933; divisional administration about £48,000 more; education about £3,200; the Correspondence Institute £3,200; the N.E.C. about £6,400—a total of £182,000; other words, working expenses had kept pace with the additional income which had been coming in.

The first item on the revenue account was salaries. He believed that the labourer was worthy of his hire—and even a little more, to give him a sense of indebtedness to his employers. (Laughter.) The cost of headquarters salaries had grown 108 per cent since 1933, and by 33 per cent in 1945. War bonus was a contributory cause of that. Salaries of divisional staff amounted to £11,900, and other divisional expenses came to £7,000 odd, a total of about £18,900—an increase of about 90 per cent since 1933, when divisional expenses were only £688. Other than in any year he had reviewed. Expressions of percentages (not always a true test) since 1933, branches had increased by 27 per cent, members by 33 per cent, and the cost of the Association by 90 per cent.

Other administration expenses had increased about £13,000, or 50 per cent, over 1938, and accommodation by 80 per cent. Education in the War required £3,000 a year. Last year it cost about £2,900, and he felt sure that more money would be needed in the future. No year since 1929 had the income of the Correspondence Institute equalled the expenditure.

There would be some discussion later on the



BLEAK PROSPECT.—A Platform study during the treasurer's speech. Left to right: P. H. Harrold, hon. solicitor, J. H. Robinson, hon. treasurer, G. Llewellyn, chairman, finance committee and H. G. Baker, financial officer.

JOURNAL. The average cost for the seventeen years from 1929 was about £5,000, but the total for the last five years had been over £30,000, an average of £6,159, and for 1945 it was over £7,000. It was likely that this cost would rise further.

On holiday centres he had read the Conference proceedings since they came into existence. Although, perhaps, opinions had sometimes been optimistic, the accounts were there; delegates had continually pressed for extension of centres and it therefore seemed that N.A.L.G.O. had been more or less agreed on what had happened. Many may have thought that the original capital outlay would probably be substantially the whole of it, apart from a few improvements year by year, and that, however cheaply the camps were run, there would be no drain on the parent fund.

Heavy Capital Outlay

The original capital outlay on Croyde Bay, however, was a little over £12,000; by last December it had grown to £48,603, while that at Cayton Bay had grown from £24,000 to £37,000. Then there was depreciation. He suggested holiday camps, by their nature, deteriorated faster than some other ventures, due not only to the obsolescence of time but to the obsolescence of competition, and that at a reasonably rapid rate of depreciation, at least on some of the assets, was desirable. Taking the £48,000 of expenditure on Croyde Bay, if the depreciation should be on a ten-year life, about £4,800 should have been provided to date; if on a sixteen-year life, about £3,000. Actually only £26,580 had been provided and, in addition, losses of £8,315 had been charged to the reserve fund.

At Cayton Bay, in addition to the capital expenditure of £37,000 to date, about £17,000 more had been authorised. Of that, some £12,000 would be met out of the fire claim and the claim for war damage and dilapidations, leaving only about £4,000 of new money to be found; but that did not provide for the complete reinstatement of the centre, so that there might be a call, if it was intended to restore it to its original condition, or to improve it, for further capital. On a sixteen-year life, £25,000 should have been provided to date, but in fact the amount found was only £18,200, and it was significant that, although in the accounts £18,274 of depreciation was shown to have been provided, £18,856 had been charged to the reserve fund as losses.

Cefn-y-Mynach started under a cloud but, having regard to the accumulated surplus of about £5,050, the depreciation of £1,500, and the fact that it stood in the balance sheet net at about £1,962, he considered that it was under-valued.

The total original outlay on holiday centres of £37,000 had grown to £85,000. The total losses charged to the reserve fund were £27,171. Charging those losses to the reserve fund had meant a loss of about £1,720 interest to date, plus about £815 each year hereafter, which would not be shown in the accounts at all.

On the superannuation fund, the Association must be prepared to make additional contributions before long, owing to the increase in remuneration and the fall in the yield of gilt-edged investments. That was a common feature of all superannuation funds. A year ago the actuary had said that basic salaries had increased by 10 per cent. for men and 20 per cent. for women—this was before the Charter—while the investment yield had fallen from £4 1s. 2d. in 1937 to £3 11s. 4d. in 1943, and that on the average contributions should be 15 per cent. The deficiency in the fund was £45,524, which involved an added solvency contribution over twenty years of a little over £3,000 a year.

Risk of Membership Drop

The Benevolent and Orphan Fund was doing a magnificent job, and had mitigated a great deal of suffering. (Cheers.) The average contribution per member worked out at between 3s. and 4s. a year, except in the last year, when it was a little over 4s. The administrative cost of distributing the money was about 2s. 1½d. in the £ last year.

It might be thought, Mr. Robinson concluded, that he had painted a very depressing picture, but he hoped that delegates would not go to the other extreme and assume that it was only a question of hours before the bailiffs were in at Abingdon Street. He did suggest, seriously, however, that the increase of expenditure had been to some extent disguised by the *pro rata* increase in subscription income. In that connection, delegates should ask themselves whether the Association was at the crest of the wave of membership, and whether, in future, there was likely to be a reduction in membership, and consequently in income, leaving the Association with its heavy administrative charges, or, alternatively, whether it was impossible to expect the same increase as in past years, and therefore that the note should be one of economy and caution, so that the Association should think not in terms of thousands of pounds but of a ten-pound note.

Mr. Veasey had suggested last July that a special committee of the N.E.C. should be set up to guard the finances of N.A.L.G.O. That committee was in existence, and would soon get to work.

After expressing his thanks to the Association for appointing him its honorary treasurer, and to the staff, for the help they had given him, Mr. Robinson formally moved the adoption of the accounts and sat down to a storm of applause probably greater than any Conference has accorded to a treasurer's statement.

With this, the accounts were approved unanimously and L. J. BARRELL, Eastern district, moved a vote of thanks to the hon. treasurer.

The President referred to the fact that H. G. BAKER, the Association's financial officer, was attending his last Conference after 35 years' service, and invited delegates to show him how much they appreciated his long, loyal, and excellent service. (Cheers.)



"Bailiffs in at Abingdon Street."



Mr. Baker "... squeezed 12 temporary women clerks in his bedroom."

Invited to the microphone, Mr. Baker pointed out that never before had an officer of the Association been given the opportunity of addressing Conference and of speaking to his friends there—for they were all friends in the service of the Association. He was going to leave what had been his life's work with extreme regret, and he wished especially to thank branch treasurers and local correspondents for their help.

When he began his work with NALGO, in 1911, the Association had a total staff of three and its offices consisted of a bathroom and a bedroom—the secretary had the bathroom and he had the bedroom (Laughter.) In July, 1912, the NALGO Approved Society was born, and in those early days he sometimes had to squeeze in his bedroom twelve temporary women clerks (Laughter) at £1 a week writing record cards.

Limitation of Speeches

G. LLEWELYN, N.E.C., moved the Council's motion to add to the standing orders for Conference a provision to limit speeches to ten minutes for the mover of a motion or amendment and five minutes for each succeeding speaker, unless Conference agreed to extend the time.

The object of the motion, he explained, was to give adequate time for discussion of all motions on the agenda. At previous Conferences, the first part of the agenda had been dealt with in a leisurely way, with the result that business was rushed at the end.

Conference agreed, after rejecting an East Ham amendment to give a mover ten minutes for his reply, and approving the withdrawal of amendments by Bromley and Smethwick, whereupon the President announced that, in future, a red lamp would flash a minute before a speaker reached the end of his time, and again when his time was exhausted.

BONUS AND CHARTER

"A Disadvantageous Bargain"

Next E. A. S. YOUNG, N.E.C. Chairman, formally presented the annual report recording, as he reminded Conference a considerable achievement. Indeed, Conference would have had reason for satisfaction had the Report consisted only of paragraph 39, dealing with the Charter.

But Conference was not entirely satisfied, and the critics were quick off the mark with a motion by the Hull and District branch (a) deprecating the decision of the National Whitley Council to bar any revision of cost-of-living bonus for 12 months after adoption of the Charter, (b) expressing the view that the NALGO representatives should not have agreed to such a condition without prior approval of the N.E.C., and (c) calling on the N.E.C. to take the earliest opportunity of increasing the bonus to a level comparable with that received by other employees.

Moving this, E. B. HARRISON said that Hull appreciated the difficulties of the negotiators, and the success they had achieved, but it was concerned about the acceptance of the bonus condition. Before the Charter was adopted, any mention of a higher bonus was met with the reply that it was being avoided until agreement on the national scales had been reached, but that it would then be dealt with. It was with dismay, therefore, that his branch found, through a chance reference in LOCAL GOVERNMENT SERVICE, that bonus had been introduced into the negotiations and that so disadvantageous a bargain had been made.

They might be told that it was "Hobson's choice"; but the fact that the Charter benefited most members should not prevent Conference disagreeing with conditions of which it disapproved. During the past year or two there had been too much complacency among members on bread-and-

butter problems; some members seemed to have been hypnotized by the promise of the Charter. Now that it had arrived, there was a tendency to sit back and wait for the results to fall into their laps. It was a good Charter—for the next generation. In the meantime, many older members would derive little benefit from it, and it was they who felt severely the lack of an adequate bonus. Further, many temporaries would get no benefit from the Charter, and they had had no increase of bonus.

E. N. WATERS, Hull and District, seconding, complained that the present bonus was inadequate, and the Association's negotiators must be aware of the odious comparisons which could be made. Adoption of the motion would strengthen their hands when next they asked the employers for higher bonus.

H. H. YEA, Southern District Committee, moved an amendment to delete the first part of the motion, confining it to an instruction to seek an early increase in the bonus. His committee felt, he said, that although members might be prejudiced for the time being, the NALGO representatives on the National Joint Council would in due course be able to complete the bargain.

A. F. YARKER, Southern District Committee, seconding, urged Conference to avoid recriminations; negotiators must be given the power to do the best they could in any situation.

Employers' Attitude

E. L. RILEY, N.E.C., opposed both motion and amendments, on the ground that it would be inopportune to tie the hands of the negotiators during the next few months. The employers well knew that it was intended to raise the bonus, but it was undesirable for anything to be put down in exact terms at the present stage.

During the negotiations for the Charter, Mr. Riley disclosed, the employers had discussed the bonus. "They reminded us that the cost-of-living figures have not varied much in the last three years. I am speaking of the official index. We know that is all 'hokey'—but it is the index on which some awards are based, and it is not possible loosely to use the words 'increase in the cost of living.' Again, the employers pointed out that the Government was spending £330,000,000 a year to peg prices. They argued that that was a contribution to offset the increased cost of living, and they saw no ground for paying twice over."

The staff side had concentrated on the main issue of salary scales. Before the Charter, the general average of salaries at 26 or 27, apart from certain fortunate areas in the Metropolitan district, was £220 a year; that had now been raised to £300 at 30—an increase to which all men officers could look forward with certainty. The actual earnings of local government officers now compared most favourably with those of other employees.

Both the teachers and the general clerical class of civil servants had agreed to scales in which bonus was consolidated with salary, thus tying their hands against further increases for some time. NALGO, on the other hand, felt that, since there might be some slight inflation, it was better to hold the bargaining power in their hands. Twelve months was a reasonable time in which to assess trends. He considered, therefore, that, in getting basic rates up substantially, while retaining the right to apply for an increase in the bonus, they had not made a bad bargain. Apart from that, the employers had made it clear that they were not prepared to give such substantial increases in basic rates and at the same time discuss a further increase in bonus.

Conference rejected the Southern district amendment, whereupon W. A. ADKINS, East Ham, moved an amendment to delete from the motion the implied censure on the Association's negotiators, together with the words "comparable with that received by other employees" at the end of the motion.

It would be detrimental, Mr. Adkins contended, to censure the Association's representatives at this stage; they should be given a comparatively free hand. Nor was it right to direct them to seek a bonus comparable with that received by other employees. The Association should go forward on its own and get what it wanted—a bonus commensurate with the real cost of living, not an index figure.

This amendment, too, Conference rejected without further discussion, and G. B. CREDLAND, Sheffield, followed with his branch's amendment to substitute for the second and third parts of

the motion an instruction to the N.E.C., immediately after expiry of the moratorium—i.e., April 1, 1947—to secure an increase in the bonus "in line with the recommendations of the Joint Industrial Council for Local Authorities' Non-Trading Services, irrespective of a rise in the cost of living since January 5, 1946."

Collective security, said Mr. Credland, should be fair and reasonable, and Sheffield felt that the employers' side had not played the game. The Joint Industrial Council for the non-trading services had agreed that the proper bonus for manual workers was 30s., and had simultaneously given them an increase in basic rate.

L. BEVAN, N.E.C., opposing, urged Conference not to fix a date on which the staff side must ask the National Joint Council for a revision of the war bonus. They had it in mind that they might go before the date stated in the amendment, but it should be left to them to go at the earliest possible moment. It was not possible to use in the National Joint Council the same arguments that were used in Joint Industrial Councils. The latter fixed wages at so many shillings a week, but local government officials had a scale on which a man proceeded by increments from the minimum to the maximum.

"Increase Bargaining Power"

Again, Conference supported the platform and rejected the amendment. H. GAPPE, Southwark, followed with the last amendment to delete the last two clauses of the motion and substitute an instruction to the N.E.C. to seek the earliest possible increase in the bonus and examine what steps can be taken to increase the bargaining power of the Association. Civil servants with salaries from £355 to £850 had received bonuses of from £78 to £105, while those on salary of £1,500 got a bonus of £120. Moreover, the Civil Service Clerical Association had said that the staff side would have a right to seek revision of the bonus in the event of substantial changes in the general level of remuneration.

Tutors Wanted!

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Conference might think that, in calling for steps to increase the bargaining power of the Association, his branch was flogging a dead horse; at the N.E.C. would doubtless say that that was a constant endeavour. But all organisations occasionally had a drive to stimulate action and he thought that the N.E.C. might set up a special committee to consider how the bargaining power of NALGO could be strengthened. The Association had just claims both for increased salaries and a higher bonus, and the fact that one had been sacrificed for the other, suggested that there was something wrong.

L.G.O.'s Above Civil Service

Replying for the N.E.C., E. L. RILEY (who had earlier confessed to being off his usual form) thanks to the hospitality of the Birmingham Guild the previous evening, and the devastating discovery that his own branch, Liverpool, was no longer the biggest in NALGO) quickly demonstrated that he was not yet a dead horse by quoting some striking comparisons of current salaries of clerical officers in the Civil Service and in local government, including the present bonus:

Provinces	CIVIL SERVICE	LOCAL GOVT.
Man at 21	£213	£219 16s.
Woman at 21	£198	£176
Man at 27	£284	£319 16s.
Woman at 27	£248	£256
London		
Man at 21	£223	£239 16s.
Woman at 21	£208	£192
Man at 27	£304	£349 16s.
Woman at 27	£258	£280

The Association had ample bargaining power and ample power under the National Arbitration

Substantial Increase Demanded : Call For Widows' Pensions 123

der and the new Wages Councils Act, when in force, to enforce the decisions of the Wages Council.

Conference was satisfied, and rejected both the Southwark amendment and the original motion by Hull and District.

It was now lunch-time, but before adjourning, the President referred to the presence at Conference of two interesting guests—M. S. SOWLE, general secretary of the Federal Union of Native Administration Staffs in Nigeria—the Nigerian equivalent of NALGO—who is spending six months in this country to study the Association and its work, and LOUIS BYLES, town clerk of Ann, Jamaica, who has just completed a two-year course studying British local government methods. Conference warmly welcomed these distinguished visitors—pioneers, it may be said, of many representatives of local government officers of other lands.

Resuming at 2.30, the platform fortified by the hospitality of the Mayor and Corporation of Brighton, the President apologised for an inadvertent omission from his Presidential address. In welcoming Mr. Warren, the new general secretary, he had, he said, intended to mention so the effective and admirable way in which ADEN CORSER, now deputy general secretary, had carried on in the interval between the death of the late general secretary and Mr. Warren's appointment. (Cheers.) Mr. Corser was an old and valued servant of the Association, known to most delegates, and had served the Association well during the ten months in which he held office as acting general secretary. (Cheers.)

NATIONAL PAY INCREASES "Officers—20% : Others—80%"

Conference was not yet finished with the cost-of-living bonus. P. P. ROSENFELD, Fulham, moved his branch's motion, regretting the failure to give effect to the resolution submitted at the 1945 Conference, calling on the N.E.C. to obtain an early and substantial bonus increase



Oliver Rosenfeld asks for more.

and to ensure that the cost-of-living index was based on conditions today, rather than on those of 1904.

That resolution, said Mr. Rosenfeld, was accepted in principle by Conference and referred to the N.E.C. and the impression was given that the N.E.C. accepted it and would press for a higher bonus at the earliest opportunity; it was never envisaged that a higher bonus would be set off as a bargaining point in negotiating the Charter. Now the negotiators had given a pledge not to raise the bonus for 12 months, and could not go back on that; but Conference could express its opinion on what had happened. Even with the Charter, Mr. Rosenfeld argued, many officers would not receive increases in salary commensurate with those received by workers in similar and in other occupations. The London and Cambridge Statistical Survey had reported that, between 1939 and 1945, average weekly earnings of all employees had increased by 80 per cent, and basic wages (excluding overtime and similar exceptional payments) by 43 per cent. It was difficult to work out comparable figures for local government officers, but the only available statistics suggested that between 1939 and last year the average salary had increased from about £240 to between £280 and £290, an increase of only about 20 per cent.

A large section of the membership, including temporary officers and women officers, were unlikely to benefit from the Charter, at all or for a long time. Nor was it certain that many permanent officers would benefit. The principle adopted by his own council, in giving effect to the Charter, had been to transfer every officer to the point on the grades nearest to his present salary. When it was pointed out to the council that application for a higher bonus had been deferred because of the increases likely to be obtained under the Charter, the council replied that nowhere in the Charter was it stated or implied that it must lead to increases in salary.

Earlier Decision Reversed

A. G. BOLTON, N.E.C., opposing the motion, expressed surprise that, after the debate at the morning session, Fulham had not withdrawn it. He agreed, on the evidence of the *Ministry of Labour Gazette*, that wages in the principal industries had gone up by an average of 43 per cent since 1938: but, taking age 27 as a basis, the Charter would mean an increase of about 48 per cent for men and 42 per cent for women over previous provincial council scales. In deciding to obtain the Charter rather than an increase in bonus, the N.E.C. had taken the progressive line, and had secured an agreement covering the whole field of service conditions, not merely an increased bonus.

But Mr. Rosenfeld was not satisfied. Replying, he suggested that, in quoting the salary at 27, Mr. Bolton had picked out the most advantageous figure; had he chosen age 21, he would have found the increase between Charter and pre-Charter rates to be only 25 per cent. He urged Conference to adopt the motion and thus strengthen the free hand the Association had given to its negotiators when they asked for more.

Conference, with that inconsistency which is both its prerogative and charm, agreed, reversed its vote of the morning, and adopted the motion, thus inflicting on the N.E.C., its first defeat.

Arising out of paragraph 17 of the annual report, recording the purchase of Knole Lodge, Bournemouth, as the Association's War Memorial Convalescent Home, J. W. JOHNSTON, Sheffield, suggested that, in addition, there should be a permanent memorial at the new Headquarters, recording the names of all members who had made the supreme sacrifice. Would there, he asked, be an official opening of Knole Lodge, and would it be suitably dedicated?

The President replied that it was intended to have an official opening and dedication of Knole Lodge—probably at a meeting of the N.E.C., to be held in Bournemouth. The Council would consider the suggestion of a permanent memorial at Headquarters.

PENSION IMPROVEMENTS

27 Amendments Ready

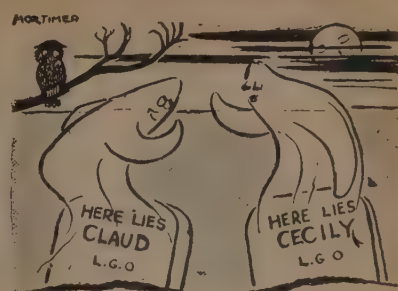
Conference next turned to three motions on superannuation. The first of these, moved by N. A. MOWBRAY, River Great Ouse Catchment Board, sought to instruct the N.E.C. to seek amendment of the Superannuation Acts to ensure their application to whole-time officers of all local authorities within the meaning of the Local Loans Act, 1875.

This, Mr. Mowbray explained, was a question affecting a minority of officers only, who were not compulsorily superannuable. His own authority was formed under the Land Drainage Act of 1930, but was not specified in the First Schedule to the 1937 Superannuation Act, and its officers had not got compulsory superannuation.

P. H. HARROLD, chairman, N.E.C. Law and Parliamentary Committee, replied that the Council fully sympathised with the motion. It was unfortunate that Catchment Boards, although they were local authorities, could superannuate their officers only by passing a statutory resolution under Section 3 of the 1937 Act. A special sub-committee of the N.E.C. had prepared a list of 27 desired amendments to the Superannuation Acts, and an amendment to remove this anomaly was at the top of the list.

Although the Minister of Health had said last December that he could hold out no hope of early legislation, the Association would take the first opportunity of pressing its amendments.

At the same time, Conference must face the fact that the earning power of superannuation fund investments had fallen. The cost of a staff



Equality of opportunity—even after death!

superannuation fund had risen from 10 to 15 per cent of the total salary bill, and there would thus be dangers in pressing, without very careful negotiation, amendments which made heavier demands. But the N.E.C. had spent a lot of time on those amendments, and he asked Conference to refer the motion to it. Conference agreed.

Next F. C. BACKWAY, North Devon, moved an instruction to the N.E.C. to examine the possibility of a scheme to provide a pension for the widow of a local government officer.

Three Schemes for Widows

Replying, Mr. HARROLD told Conference that three of the amendments on the N.E.C.'s list dealt with widows. They provided that:

1. An officer who retired on grounds of ill-health might allot a proportion of his pension to his widow;
 2. An officer who had reached the age of sixty with forty years' service might be able to escape the dilemma that, if he remained on longer, he might die without securing a pension for his widow; and
 3. If an officer died before he was entitled to a pension, provided he had five years' service, his employing authority should pay to his widow an amount equal to at least one year's salary.
- Those would be pressed. In addition, Birmingham and Manchester had local provisions under which, if an officer paid an additional contribution, his widow became entitled to certain rights should he die before becoming superannuated. He undertook to have those schemes explored in the next annual report; and in the meantime asked that the North Devon motion be referred to the N.E.C.

W. G. DAVID, Glamorgan, moved an amendment, on behalf of his branch and the South Wales and Monmouthshire District Committee, to secure the provision of a pension to the widow as well as to the widow of a local government officer. That, he explained, would be in line with the Association's policy of equal opportunity for men and women—whether dead or alive. (Laughter.) Many women might have to support a husband unable to support himself, and there should be no differentiation.

H. S. BAILEY, Manchester, supporting, said that some branches already enjoyed schemes of this kind, separate and distinct from the superannuation fund. He hoped that the Conference would adopt both motion and amendment and not be content merely to refer them to the N.E.C.: they had had experience of things being left to the N.E.C. and nothing much happening.

The amendment was approved, whereupon E. D. HOLBOURNE, Coudson and Purley, moved a further amendment to add to the motion the words "irrespective of the date of his death or retirement." Its object, he explained, was to ensure pensions for all widows of all local government officers.

Mr. HARROLD, suggesting that this also be referred to the N.E.C., argued that there must be some limit to the amount of a pension to which a widow or widower would be entitled. Superannuation was based on length of service and the words "date of death" did not mean much. Conference approved this amendment also, and agreed to refer the North Devon motion, as amended, to the Council for examination and report.

Next, L. W. JORDAN, Darlington, moved a direction to the N.E.C. to examine the possibility of formulating a scheme by which the National Whitley Council could recommend to local authorities that non-contributing service should rank for pension on the basis of 60ths.

His branch, he explained, had put down the motion to obtain information on two points:

1. Was this a matter which could be dealt with by a recommendation from the National Whitley Council? and
2. Would the N.E.C. publish its list of 27 proposed amendments to the Superannuation Acts, so that branches and district committees might examine them?

Mr. Harrold had told Conference that there was little prospect of amending legislation in the next few years, but in that time many officers would retire after many years of non-contributory service with meagre pensions. Some local authorities had schemes to mitigate the hardship to such officers, and it was unjust that others should refuse to go beyond the minimum requirements of the Acts. Since the National Joint Council had introduced the Charter, which had general application, was it not possible for it to make recommendations on the equally important matter of pension rights?

MR HARROLD replied that, in dealing with superannuation amendments, the Association normally made direct approach to the Minister of Health. Adoption of the motion would tie its hands to an approach through the National Whitley Council, no recommendation of which could amend an Act of Parliament. He therefore urged Conference to refer this motion also to the N.E.C., which would act in its spirit and in the best possible way—either by direct approach to the appropriate Government department, or through the National Whitley Council.

The President wound up the discussion by pointing out that the question bristled with legal difficulties and technicalities, and that it would be unwise to tie the hands of the N.E.C. by directing them to take a certain course of action. Conference agreed, referring the motion to the N.E.C.

Mr. Harrold rose again, however, to explain that, while it had been felt inadvisable to publish the list of projected amendments when national schemes were under consideration, any branch wanting information about them could obtain it by writing to the general secretary.

NATIONAL STAFF COLLEGE Association Not Consulted

Returning to the annual report, J. B. MCCANN, L.C.C. branch, asked whether any further information could be given about the National Administrative Staff College at Henley, and the means by which local government officers could gain entry to it.

A. E. ODELL, chairman, N.E.C. Education Committee, said that the committee had inquired how far representatives of local government were consulted before the college was established, but the replies had not been satisfactory. Apparently there had been consultations with individual local government officers, but not with bodies or associations concerned with local government.

The President added that the Association was making further inquiries, but felt that it should be consulted about the composition and government of the college and about any obligations, financial and otherwise, which NALGO might be asked to assume before committing itself.

Next, M. MORGAN, South Wales and Monmouthshire District Committee, but speaking on behalf of Abertillery branch, complained that the N.E.C. had not taken up with sufficient vigour the 1945 resolutions, in which his branch had a share, on international contacts. These had asked the N.E.C. to arrange for interchanges of views and information between NALGO members and their opposite numbers in other countries, and to consider the provision of travelling scholarships. The N.E.C. had answered the request by asking the Minister of Education to submit the proposals to U.N.E.S.C.O., by sending the resolution to the International Union of Local Authorities (which was planning to start a library and information bureau), by inviting the NALGO Consultative Committee (representing most of the sectional and professional societies of local government officers) to collaborate, and

by organising overseas summer schools as soon as practicable.

This, declared Mr. Morgan, was not enough. What was the Consultative Committee doing about it? Although the resolution had suggested that NALGO should make contact with "corresponding bodies"—which meant trade unions—there was no reference in the Report to any contact with trade unions. NALGO, had done much to establish better relations with



Mr. Riley brings home the bacon.

the public in this country, but it also had a role to play in a wider sphere.

The President replied that the N.E.C. had been trying to make the contacts suggested. It had made useful contacts through the International Union of Local Authorities, and some representatives of the Association would be attending a meeting of that body in Brussels immediately after Conference. It was also in close touch with U.N.E.S.C.O., whose object was to bring about close and intimate association between bodies of like composition and aims in the different countries. Little progress had yet been made to that end—mainly owing to present difficulties—but the work would be pursued.

DISTRICT REBATES ALTERED Bigger to Help Smaller

G. LLEWELYN, N.E.C., then moved the Council's motion to revise the rebates of subscription income made to district committees from November 1, 1945, to give 4 per cent to the Metropolitan and North Western and North Wales districts, 4½ per cent to the Yorkshire district, and to divide the balance of the total rebate of 5 per cent among the remaining nine districts in proportion to the gross subscriptions collected in each.

For some time, Mr. Llewelyn explained, the N.E.C. had felt the need to help the smaller districts meet their increasing responsibilities and activities. A meeting of representatives of all districts with the N.E.C., held in Leeds, had unanimously recommended the proposed variation of the flat rate percentage rebate hitherto in force. Its effect would be that the three larger districts would transfer about £430 amongst the nine smaller districts. In addition, the N.E.C. had agreed to bear provincial Whitley Council expenditure falling on districts, and this would reduce the total cost to the three larger districts to about £216.

E. C. R. CHINN, Yorkshire District, moved as an amendment that the proposals be referred to district committees for consideration.

At the meeting of district officers, he complained, the Yorkshire representative had no mandate to pledge his committee to the agreement, and the committee had never been consulted, had not discussed the matter, and had no prior knowledge of the meeting. Last year it had a deficit of £42, and adoption of the motion would mean a further loss of between £50 and £60 a year. Yorkshire felt that the district committees concerned should discuss the scheme before a further meeting, at which their representatives had a mandate. In agreeing to meet provincial Whitley council expenditure, the N.E.C. had agreed to pay the travelling expenses of one delegate only from each branch to district meetings, but Yorkshire had always paid for two delegates, and found that, if delegates were expected to travel alone, they would not attend.

P. W. BOND, Metropolitan District, supporting,

said that his own district had increased expenditure on area education—particularly on refresher courses—now being taken by 300 ex-Service members—and public relations. There should be a further conference of district treasurers with the N.E.C. and the Association's new hon. treasurer, to go into the whole question of district committee finance.

D. GALBRAITH, treasurer, Scottish district, opposing, declared that Scotland's financial position was critical. Reference back now would merely delay the remedy.

J. R. RIDING, Hayes & Harlington, said that the Metropolitan district wanted to help, but felt that the question had not been handled properly, and there should be a fuller examination. If there were difficulties in the scattered areas, there were also difficulties in the Metropolitan area, where the membership demanded more detailed consideration and more frequent meetings.

The net effect of the present piecemeal proposal was that the Metropolitan district would lose about £230 a year while the nine smaller districts would gain between £40 and £83 a year—not enough to meet their needs. The N.E.C. should, therefore, consider the whole question afresh, including district committee areas, rebates, and the extent to which assistance should be given from national funds.

Scottish Delegates Must Fly!

J. M. ANDERSON, Scottish District, pointed out that in Scotland, when a delegate went to Edinburgh or Glasgow from the Shetlands or Orkneys, he had to travel by air to Inverness, go by rail from there, and be away for nearly a week—and it cost the district committee £120 a year to bring one delegate from the Shetlands and one from the Orkneys. They wanted to make Scotland NALGO-conscious, but found difficulty in doing so under the present arrangements.

MR. LLEWELYN, replying, said that the proposal, if adopted, need not apply for ever, but could be reviewed from time to time.

He agreed that the Metropolitan and Yorkshire district committees had their difficulties—but the former had also an accumulated surplus of about £3,600, and it was being asked to make contribution of about £148 net to the general well-being of the Association. Yorkshire's net contribution would be about £80, and it had a surplus of about £700, which should carry it over at any rate until next Conference. Moreover, increased subscriptions would give Yorkshire an additional income of about £118 and the Metropolitan district more than that. He felt sure that the larger districts would be glad to help the others. Conference found this argument conclusive, rejected the amendment, and approved the motion.

CHARTER GOING WELL

"Reaping the Fruits"

This brought Conference to the first real "meat" on the agenda—the section of the annual report dealing with the Charter, and gave E. L. RILEY, Chairman N.E.C. Service Conditions Committee, and of the staff side of the National Whitley Council his cue for song. It was, he told Conference proudly, "Bringing Home the Bacon."

How was the Charter going? Since the President addressed Conference that morning, they had heard that it had been adopted by a further 74 authorities, bringing the grand total to 714. That included 31 county councils, 54 county boroughs, 17 Metropolitan boroughs, 160 boroughs, 225 urban districts, 190 rural districts, and 37 other authorities. (Cheers.) Out of 117 advertisements for appointments published in the past few weeks, 83 offered the new scales, seven indicated that the appointments would be subject to the scales, then under consideration, and three specified the Rushcliffe scales. Those remarkable figures demonstrated that NALGO was well on the way to reaping the fruits of its labours. Indeed, the Borough of Leamington Spa had gone one better, for in advertising for a shorthand typist in May, it stated that the salary would be "in accordance with the scales laid down by the National Association of Local Government Officers." (Laughter.)

Mr. Riley went on to pay warm tribute to the Independent Chairman of the National Whitley Council, SIR HORACE WILSON (Cheers)—a distinguished former civil servant who had placed his great fund of wisdom and experience in Whitley Council matters at the disposal of both sides—and to the employers. For them this was a new venture



M. Morgan

Charter "Ceiling" May Be Raised : Guidance Sought on Grading 125

chairman, they now had a hard-headed North countryman, Col. Dawson from Manchester—but he had found him amenable to reason, and when the staff had a good case, Col. Dawson was strong in advocating it on the employers' side.

The employers had met them most reasonably in the principles of the scheme. They were still engaged on those principles, and should not be in too great haste to settle details, lest that land them in difficulties. They wanted to establish the principles firmly and to build up the details by a system of "case law" so that they might send out to the country decisions which were reasonable on both sides and could be enforced.

They had already sent out a good list of interpretations, and more would follow as problems came before them. The staff side was not 100 per cent NALGO, although NALGO controlled 3 out of the 30 seats, which they regarded as a reasonable working majority. (Laughter.) That was true also of the rest of the country, where NALGO controlled the staff side of all the provincial councils. He and his colleagues on the N.E.C. were greatly indebted to the workers in the provincial areas, who did a tremendous job in implementing national decisions. He would also like to pay a tribute to the staff of NALGO, both at Headquarters and in the provinces, for the way in which they had worked the Whitley machinery—and in particular to HADEN CORSER, secretary of the staff side, and J. E. N. DAVIS, the principal officer of the service conditions committee.

Examinations Board

When, the previous day, he had attended the meeting of education correspondents, Mr. Riley continued, he thought he had wandered into a meeting of the service conditions committee, because most of the discussion seemed to be about the Charter. Fears were expressed about the effect of the examinations programme on older officers. The committee had that problem in mind, and on the staff side had made it clear to the employers that, in discussing the Examinations Board and the type of examination, they wanted reasonable protection for their older members.

Some progress had been made in setting up the Examinations Board. It would have an independent chairman, who would be a man of national standing. With him would be the independent chairman of the National Council, three members with special knowledge, probably associated with universities in the teaching of public administration, and two members from the employers' and staff sides, together with the joint secretaries. The staff representatives would be equal partners with the employers, and anything Conference had to say about examinations could go through the NALGO machine to the new Board.

They were proposing to appoint a full-time permanent secretary at a salary of about £1,000 a year and give him or her the necessary staff. (That showed that they meant business and looked forward to the development of the Examinations Board, through a machine to which both sides were parties, and which the delegates in turn could work.

Equal Holidays for Women

They had already improved the holiday position for women members. Instead of relating scales of holidays to salary, they had got them related to appointments. Thus, although a woman in the clerical division would be getting less than £300, she would get the 18 days' holiday to which a man in the same division was entitled. Moreover, they had given notice to the employers that

to work out the details, but he thought that, before the next Conference, the position would have improved.

He wanted to utter a word of warning on the vexed question of retaining some local advantage, Mr. Riley continued. It was always nice to keep something which was to one's advantage, but the Association had pledged itself to national conditions and national scales, and it was not possible to have the best of both worlds. The employers said: "If you want national scales and conditions they must be national, and you cannot contract out where it is to your advantage locally." If they were to concede to a branch the right to negotiate an extra few days' holiday here or some alteration of the scale there, they would have to concede to employers the right to do the same. The advantage of national conditions and scales was that they could be enforced, but local negotiations could not be enforced.

Towards Equal Pay

The staff side had gone a long way towards establishing the principle of equal pay for women,

A Holiday For Peter

Would any member living, or planning a stay, by the sea care to offer a fortnight's holiday in August to Peter, a healthy, happy, fine-looking, youngster of 13, whose parents are dead and who is being maintained and educated by NALGO? The first two weeks in August are preferable, and, if necessary, NALGO will pay expenses. Please write to the NALGO Benevolent Fund, 24, Abingdon Street, London, S.W.1.

he claimed. In the A.P.T. division they had secured practically equal pay for equal work. They had still to get rid of the four-fifths rate for women in the clerical and general divisions, but they had lost no opportunity of pressing the claim. Now they would have to await the report of the Royal Commission on Equal Pay before they could take it much further.

At present, as delegates knew, the National Whitley Council could make no recommendations for salaries above £700. He had discussed that ceiling with the chairman of the employers' side and one or two of their leading members, and he believed, without committing himself to any particular figure, that in the not far distant future it would be lifted substantially, so that by next Conference he would be able to say that more than 99.5 per cent of the service was catered for.

He could not conclude without referring to the loss of the services of HARRY ALLEN, his predecessor as chairman of the service conditions committee, and of the staff side. (Cheers.) "It is impossible to say how much I, and members generally, owe to Mr. Allen," Mr. Riley declared. "When I took over from him, the Charter was well on its way. He was always a fighter, and I have tried to follow his example. We all owe him much for his tenacity of purpose, his keenness to see the job through, and his ability, and, for myself, I shall never forget what Mr. Allen has done for the cause—(Cheers)—thanks to which we can now look forward, with the help and sympathy of the members, to a brighter, better, more highly-paid, and more highly efficient and skilled local government service." (Loud and prolonged cheers.)

GRADING ANOMALIES Call for Immediate Action

But, although Conference was clearly satisfied with the Charter as a whole, it was equally clear that branches and delegates were far from satisfied with all its details, and there followed a long and at times acrimonious ventilation of grievances.

This was opened by F. C. BACKWAY, North Devon, with a motion instructing the N.E.C. to formulate machinery for the guidance of local authorities in the grading of officers, particularly in the Administrative, Professional, and Technical Division.

Mr. Riley, said Mr. Backway, had claimed that they had brought home the bacon, but he feared that those who were cooking the bacon were burning it, and that it required curing. There was need for immediate guidance, and he would gladly accept the North Riding amendment to insert the word "immediately." Grading was

already providing terrific anomalies. Storms were arising which would take years to subside. When a storm was at its worst, it was sometimes necessary to pour oil on the troubled waters. Oil at the present stage would go a long way towards helping to bring the ship into a calm sea.

Miss H. M. NUNN, Barking, moving an amendment to substitute for the formulation of machinery the words "request the National Joint Council to issue guidance as soon as possible," said that, while her branch agreed with the spirit of the motion, it felt that, to obtain uniformity amongst authorities, the guidance should be given by the National Council.

H. CHARLTON, North Western and North Wales District, supporting this and a subsequent amendment by West Ham to delete from the motion the special reference to the A.P.T. Division, urged that, while local authorities should, at this stage, be allowed some liberty of action in re-grading their staffs, to give them a free hand would, in some cases, mean that they would so interpret the Charter as to cause the lightest possible burden on rates. Specific guidance

should be given wherever possible, and as speedily as possible, particularly about the general body of clerical, administrative, and other officers, who had no specialist organisation to plead on their behalf. Even if specific guidance could not be given, general guidance on the intention of the National Whitley Council and the spirit in which re-grading should be carried out ought to have been given at once. Many of the details of the Charter were too vague and permitted widely differing interpretations, although he admitted that the National Council had made a good start in dealing with these problems at its meeting on May 29.

In his own local authority, Mr. Charlton told Conference, the Charter definition of the type of officer intended to be covered by the general division was in identical terms with the definition of the clerical division under the provincial council scales hitherto in operation. As a result, the authority had drawn the inference that the bulk of its clerical officers, some promoted two or three times, and many with long service, should now be put into the general division. Having started on that basis, a general down-grading of the rest of the staff followed, with resultant widespread dissatisfaction.

Record Queue for Appeals

It was said that this was never intended; but, if that was so, why could not the National Joint Council issue a recommendation to local authorities covering the point? The N.E.C. had recently passed a resolution to the effect that, in re-grading, the relative balance now existing in the standard of remuneration of different classes should normally be maintained. Why not tell the authorities that, and make it clear to them that the objects of the Charter would not be met by grading their staffs in those grades of the national scale which most nearly corresponded to their existing salary?

The situation could not be dealt with by individual appeal. In Bolton alone there would be several hundred appeals. During the past years, we had had to stand in queues for many things—but the queue of local government officers waiting their turn to take advantage of the Whitley Council appeals machinery was likely to create a record. (Hear, hear!) NALGO's prestige in



H. Charlton



"The queue for appeals will create a record."

NALGO's War Memorial

The appeal to members to raise £40,000 within a year to pay for "Knole Lodge, Bournemouth—the Association's National War Memorial—has already yielded more than £1,250. We hope to give fuller details of branch and district contributions and plans in our next number.

they were not satisfied with the present leave scale and claimed not less than eighteen days for all grades in the clerical division and below, and more than eighteen days for the higher grades. The position was complicated by the existence of "Wakes weeks," local races, and the like, and the desire to perpetuate local peculiarities and advantages. That was not possible under national conditions. It would take six or seven months

Should the National Charter Preserve Local Benefits?

the eyes of its members, Mr. Charlton concluded, would depend on the action taken during the next few months. The livelihood and status of thousands of its members were at stake. If Conference accepted the amendment, it would show that it expected the N.E.C., through its Whitley Council representatives, to adopt a vigorous policy and thus ensure that the National Charter did, in fact, herald the coming of a new and better day for the local government service. (Cheers.)

L. BEVAN, N.E.C., replying, said that the N.E.C. supported the motion as amended by the Barking, South Eastern, and West Ham amendments, which would make it read:

"That the National Executive Council be instructed to request the National Joint Council to issue guidance as soon as possible to local authorities in the grading of offices."

As it stood, the motion asked the N.E.C. to formulate machinery for the guidance of local authorities, but that was a matter for the National Whitley Council. The task of the N.E.C. was to give guidance to the branches, not to local authorities.

Need for Patience

The Council sympathised with the motion, but saw difficulty in giving effect to it. The administrative, professional, and technical grades were covered by definition, and the National Whitley Council was proceeding to deal with them; it had already dealt with sanitary inspectors, and had set up a joint sub-committee to deal with the registrars of births and deaths. But it could not deal with all sections at once, and he must ask Conference to be patient; it was better to do a good job slowly than a bad job in a hurry.

NALGO had a Joint Consultative Committee on which were 32 professional societies. These societies had been split into groups, each of which had been asked to give its views on the gradings that members should have under the Charter. Five group meetings were held in late May and early June, but only 15 out of the 32 societies had yet said anything final about their position in the scheme.

Speakers had complained of the vagueness of definitions in the Charter. That was inevitable. With all the varying classes of work and of authority in local government, it was impossible to give precise definitions.

He agreed with Mr. Charlton that there was likely to be a long queue of appellants, but they must not forget that the Whitley Council Appeals Committee was an important body, performing an essential function in protecting the staff. They agreed that the general uplift of the general division ought to be reflected in the grades above it, and were prepared to fight for that general uplift through the appeals machinery.

The Barking amendment was carried, and Conference also adopted, without debate, amendments by the South Eastern District Committee, to substitute "grading of offices" for "grading of officers" in the original motion, and by West Ham, to delete the words "with particular reference to the Administrative, Technical, and Professional Division."

With that, the original motion, as amended, was approved and, since it was five o'clock, Conference adjourned to Wednesday morning.

"NO DETRIMENT" CLAUSE Call on N.E.C. to Obtain One

Wednesday's session began with the debate on the Charter still in full spate. It was opened by E. E. ASHMAN, Herts County, with a motion viewing with concern the absence of a "no detriment" clause in the Charter, and asking the N.E.C. to press for the application of such a clause, retrospective from April 1, the date upon which the Charter took effect.

The Charter, said Mr. Ashman, had been likened to a tree laden with fruit which would be distributed to the benefit of all. But, while it was early to assess the benefit, they could see the losses—which for some officers were considerable, making them wonder whether the losses did not exceed the gains.

In explaining why there was no general "no detriment" clause, preserving local conditions which were better than those laid down in the Charter, Mr. Riley had said that they could not have the best of two worlds; but if that were so, why did the Charter contain a "no detriment clause" in respect of salaries?

Mr. Riley had further stressed the difficulty of

negotiating with the employers. But negotiators on local joint committees met the same employers, had the same hard fight at a lower level, and in some cases had obtained greater benefits than the Charter provided.

Exclusion of the "no detriment" clause meant, in his view, that the majority of officers would lose benefits in service conditions which were very dear to them and which could not be made up in salary—benefits which they would forgo as long as they were in the local government service. In passing the motion, Conference would not be tying the hands of the N.E.C.; but, by instructing the Council to do the right thing at the right time, would merely be exercising its prerogative as the initiator of Association policy.

P. J. SCRIMSHIRE, Hertfordshire, seconding, claimed that the motion was not urging a departure from the Charter when it was in being; the Charter was not yet in being, since certain sections could not yet be implemented.

Hertfordshire felt that officers who were allowed, before adoption of the Charter, to enjoy than in holidays and sick pay, than those laid down by provincial councils, should be allowed to retain those terms under the Charter. There was nothing new in such a provision: The Midwives' Act and the Registration of Dentists Act allowed persons to practise who were not properly qualified but who were practising before the Acts came into force. It might be said that that would create two classes, with differing conditions; but there would be two classes in any event, since the platform had said that the examination bar would not be applied to officers over a certain age and they would thus have, in the same department, officers who had got promotion through an examination and officers who had got promotion without an examination.



P. J. Scrimshire

"March Forward—But in Step!"

J. P. PHOENIX, North Western and North Wales District, opposing, found himself in the novel position, for him, of attempting to defend the shrinking—"I said *shrinking*"—violets on the platform. (Laughter.) But this time they were on a winner. Too many people were coming to look on the Charter as a document which should apply nationally, as far as possible, to salaries and trifling conditions to which it was hoped to bind the employers. He looked upon it as much more than that—as a bond uniting local government officers throughout the Kingdom.

Practically all delegates were local negotiators, and they knew how much stronger a case was when it affected and was backed by every member. That should be the position of the Association's negotiators on a national level. But the negotiators could not take up that stand over minor privileges for which support might be lukewarm. If they could say that 150,000 local government officers all wanted something, they would have a good chance of getting it.

If the Charter were looked upon as a bond, then it imposed obligations upon members of the Association—but that was better than regarding it merely as something which imposed an obligation upon the employers only. There had been high-flown talk about "marching forward into a great future"; but imagine marching forward at the orders of a sergeant-major who said: "Get in step there, always providing, of course, that if you were in this regiment earlier than



"Get in step there—always providing . . ."

myself you are entitled to retain any particular step you may have adopted then" (Laughter.)

E. B. HARRISON, Hull and District, supporting the motion, told Conference that his authority had had a local joint committee for twenty years, and, through it, had obtained more favourable conditions on overtime payments, sick pay, and holidays than had been secured generally.

For example, until last April, his council paid a minimum of 1s. 3d. an hour, or 2s. 6d. an evening for overtime. Under the Charter, a girl of eighteen would get an increase in salary of £1 a week, by four six-monthly instalments, but when she worked overtime for a couple of hours she would get about 1s. 5d. instead of 2s. 6d. It would be very difficult to explain to her the benefit she was receiving by being a member of NALGO, and enjoying all the advantages of the Charter.

"Would Benefit All in the End"

The holiday position was similar. Many of its older members would have their holidays cut from three weeks to 2½ weeks—a bigger difference than it sounded, since you could get some benefit from the extra week, but with an extra three days you could merely potter around at home.

He could not understand why the Association's negotiators had not insisted on a "no detriment" clause, the principle of which was established in agreements made by other bodies. In Hull, for example, the teachers were taking all the benefits of their new national agreement while retaining two particularly advantageous clauses of their local sick pay scheme which was probably the best in the country.

Inclusion of the clause would benefit all members in the long run, since, if some had better conditions, others would gradually rise to those conditions. They wanted a levelling-up process, not a levelling down. Mr. Phoenix had said that if the negotiators could say that 150,000 officers wanted something, they would stand a chance of getting it; but if they could say that 50,000 officers had got something, they would have a better chance of getting it for the rest.

R. RILEY, Manchester, also supporting as an individual—his branch had no views on the question, although it had been prejudiced by the omission of the clause—mentioned the fears of officers of 30 and over, who might be prejudiced by the examination bar to promotion. Could not the N.E.C. give Conference more information. It must know how many local authorities had better service conditions than those suggested in the Charter, whether those conditions were completely irreconcilable with the Charter and approximately how many older officers might be prejudiced by the examination bar. If the proportion of officers prejudiced was small, then the case for the Charter was conclusive, but until it knew that, he asked Conference to support the motion.



R. Riley

"Not in Service for Sick Pay"

A. F. HURT, North Western and North Wales District, opposing, pointed out that, if members in Manchester, Hull and other places lost something in sick pay as a result of the Charter, they had not entered the local government service to qualify for sick pay. They had entered the service for two reasons—to do a proper job of work, and to get properly paid for it; and both those points were covered in the Charter. There might be teething pains, but it was too early to exaggerate them.

In his branch, hitherto, officers were certain to reach £192 8s. a year, and most went on to £244, but the majority did not get beyond that. Under the Charter—which Manchester City Council had accepted in principle—they were sure of £300 a year at 30. Although they were not sure of such good sick pay as they had enjoyed, they would gain substantially on balance.

Possibly the N.E.C. had not studied every particular weakness, but he asked Conference to give it a chance of going further. It was wrong to talk about headaches immediately after a major operation.

J. B. MCCANN, L.C.C. branch, supporting, said that, although the Charter was a great achievement, it had glaring weaknesses. The annual

ave scales were inferior to those conceded by any authorities and the starting rates for girls ere inadequate and applied sex differentiation an age when least could be said in its defence. here the Charter gave a girl of 17 in London a basic rate of £72 a year, the L.C.C. paid £91, ith sex equality for the first five years, and the anks paid much better rates.

The L.C.C. branch was a minority organisation ith 590 members, against the 5,000 members of the L.C.C. Staff Association, which was independent of NALGO or any other national organisation. Conditions in the L.C.C. were negotiated through local Whitley machinery, on hich NALGO had no representation.

His branch, therefore, could take a detached titude on the National Charter, for at the oment it was not directly concerned. But, ere any proposals made for the incorporation the L.C.C. Staff Association, the fate of members ould hinge on the way in which it was suggested at the provisions of the National Charter should e applied. If it were suggested that the starting tes for girls should be reduced, then there would e united opposition from all the staff.

Mad Hatter's Tea Party

His branch could not understand the attitude e N.E.C. in seeking to make the Charter cast-iron standard, rather than a national iminum, and thus to worsen good conditions e name of national unity. If the staff of any uthority enjoyed conditions better than the iminum, or was able to negotiate them in the ture, it was not for NALGO, as a trade nion, to cast stones at them as traitors to the ational cause, or to sneer at them as a favoured w, as was done in the June LOCAL GOVERNMENT ERVICE. Rather should they be applauded as aving the way to better conditions for all. Was ere another trade union in the country which ight to prevent its members enjoying conditions ay above the minimum? Did the A.E.U. bject to Ford's paying rates above those generally reed? How better could the cause of local overment officers be advanced than by pointing o the improvements granted by the more enlight- ed authorities, and by striving to have them tended to all? To say that a branch should, in e name of uniformity, refuse an offer by an employer to improve on the national scale uggested the Mad Hatter's Tea Party.

The L.C.C. had agreed to grant a minimum of ree months' leave with full pay to all officers— ermanent or temporary and on whatever grade—ffering from tuberculosis. Would the N.E.C., it had the power, seek to reduce that to accord ith the Charter? It was true that officers did o enter the service to qualify for sick pay but, ee gained, it would be crass folly to cast it away. It was not for NALGO to fight the employers' attle. In accepting the Charter without a "no etriment" clause, the N.E.C. had appreciably worsened the conditions of a substantial proportion of members, had turned its back on a fruitful eans of advance, and had wilfully thrown away useful ammunition already in its hands for future negotiations. The N.E.C. had fought worthily in the past. It should now seek to have this unworthy "deal" revised. If there was no "deal," then it should change its attitude, and welcome local improvements as helping on the tuggle for all.

'Make Charter Work—Now!'

J. NICHOLS, Staffordshire, supporting, said that the Association must be strong in implement- ing the Charter and must see that it worked, not in the future, but now. Mr. Hutt had referred to teething pains. All who knew anything about babies knew that, very often, teething pains brought on convulsions, whereby many future useful citizens were lost. If NALGO could prevent those teething pains, even although they appeared to be unimportant, those future good citizens would be saved.

E. L. KEY, Taunton, suggested that Britons did not welcome extreme standardisation; in the outlandish North they still preferred New Year's Eve to Christmas. The Joint Industrial Council had accepted a "no detriment" clause; why could the National Whitley Council not do so?

This concluded discussion of the Hertfordshire motion, and Conference turned to the Surrey County amendment to delete all words after "Charter," thus confining the motion to an expression of concern at the omission of a



"The Charter will put £6,000,000 into members' pockets."

general "no detriment" clause, and omitting the instruction to the N.E.C. to have one included.

Moving this, J. H. HALSE said that his branch shared the regret at the omission of the clause, and he was sure that the previous speakers had left the N.E.C. in no doubt of the feeling of members. But Surrey—whose members enjoyed conditions in some respects superior to those in the Charter, and stood to gain little from it—nevertheless felt that it should be looked at as a whole and accepted loyally. If they expected local authorities to adopt provisions which the councillors disliked, then they also would have to accept provisions with which they, as officers, might disagree. The Charter was the outcome of long and difficult negotiations. No party to such negotiations could ever hope to achieve all it wanted; there had to be give and take on both sides. His branch felt that the NALGO representatives had done a good job and had safeguarded the vital matter—salary scales. The branch would have liked to have seen a general "no detriment" clause, but considered that members should show their appreciation of the Charter as a whole by accepting it loyally.



J. H. Halse

Few Members Affected

L. H. TAYLOR, N.E.C., replying to the debate, said that the Council sympathised with much that had been said. The NALGO representatives had sought to obtain a general "no detriment" clause, but they also had to bear in mind that, year after year, they had received from Conference a definite instruction that the first thing to go for was a national scale of salaries. Mr. Riley had mentioned the difficulties encountered in trying to get that national scale. In any negotiations there came a point when each side knew that the other had gone as far as it would go. The employers had said, definitely: "We will give you a 'no detriment' clause on salaries, but we are not prepared, in conjunction with a national scale of salaries, to give you a 'no detriment' clause in respect of every advantage which may be enjoyed up and down the country by small bodies of officers."

Replying to Mr. Riley's question, Mr. Taylor declared that the members who enjoyed better sick pay, holidays, and other conditions than were offered by the Charter were relatively small. On the other hand, he was assured that the salaries scale would put no less than £6,000,000 into the pockets of not less than 75 per cent of NALGO members.

Having regard to those facts, would any delegate have been prepared to stand fast and say: "We will have a general 'no detriment' clause or nothing"? Not one would have done that and come away from the negotiations without the national scale of salaries. The giving up of certain advantages enjoyed by a relatively small number of members was the price which had to be paid to get a tremendous advantage for the majority, and the N.E.C. made no apology for having paid it. They agreed with the Surrey branch in viewing with concern the omission of the clause, and were thus prepared to accept the amendment, but they were not prepared to accept the motion, which directed them to obtain retro-

spectively something which they had given up to obtain an advantage for the majority.

Conference supported the N.E.C. view, and approved the Surrey amendment, whereupon the President ruled two further amendments, by Torquay and Walthamstow, to have fallen, and the Hertfordshire motion was approved as amended.

WEIGHTING FOR LONDON Immediate Increase Demanded

NEXT H. GAPPER, Southwark, introduced his branch's motion declaring the weighting for London in the national scales to be "totally inadequate" and instructing the N.E.C. to "take immediate steps to ensure its increase to a figure commensurate with the actual increased cost of living in the Metropolis."



H. Gapper

Rents, travelling expenses, and higher prices, Mr. Gapper declared, all combined to make the extra cost of living in London far more than the £30 a year allowed by the Charter. There was statutory evidence in the Rent Restriction Acts that London rents were at least one-third higher than elsewhere—and statutory acknowledgements were never over-generous. An officer who paid 30s. a week inclusive rent in the provinces was sure to have to pay another 10s. a week in London, and even then the accommodation would be inferior, while fares averaged at least £15 a year—making an extra cost of £40 for those two items alone. As to the higher cost of living generally, the Committee which recommended the increase to £1,000 a year in the salaries of Members of Parliament justified its recommendation partly on the grounds that it cost a provincial member at least £200 a year to stay in London.

Why were some officers given £20 and others £30? The cost of living bonus was the same for all officers covered by the Charter. Teachers had a London weighting of £48, irrespective of their salary.

Moreover, in the past the tendency had been for grading in London to be considerably higher than in the Provinces. Now that they had national scales, London officers would gain little or nothing from the Charter. They welcomed a national salary system, and were glad that their provincial colleagues had at last obtained reasonable salaries, and all hoped that similar positions in different parts of the country would be graded alike. Already the National Whitley Council had recommended grades for sanitary inspectors which would apply equally to London and the provinces, but could Conference imagine a sanitary inspector leaving Brighton, Bournemouth, Hastings or any other provincial town to go to Poplar, Stepney, Bermondsey, or Southwark for another £20 a year?

In Employers' Interests, Too

Indeed, if the weighting remained as low as £20, there would be a general movement away from London and no movement in. The London authorities would then be left with staff who could not find jobs in the provinces or, more probably, would be forced to place jobs on a higher grade than in the provinces, thus losing the benefit of national grades and putting London officers in the general grade at a disadvantage by comparison with their provincial colleagues. It should not be difficult to convince the employers that it was in their interests, as well as in the interests of officers, to increase and equalise the London weighting.

He had been surprised to see no amendments suggesting weighting for the big provincial towns, like Liverpool and Manchester, and hoped, if the motion were carried, that the N.E.C. would bear those towns in mind.

He opposed the Coulson and Purley amendment to enlarge the scope of the motion from "the Metropolis" to the Metropolitan Police area. Those who worked in Central London and mostly lived in outer London should have a bigger weighting than those who lived close to their offices, and there was a good case for two-tier weighting, as applied in the civil service. His branch did not wish to be too specific; it would prefer the N.E.C. to examine the possibilities. With higher rail fares in prospect, it had an opportunity for asking that the question be re-opened at once.

P. T. BAYES, Hammersmith, moved an amendment to make the higher weighting asked for the same for all officers within the Metropolis.

Hammersmith, Mr. Bayes explained, supported Southwark, but wanted to remove the present absurd anomalies of a weighting which varied in amount according both to the age of the officer and to the grade in which he was placed. For example, a man in the General Division was given £10 extra at the age of 20, £20 at 21, and £30 at 26—but if he succeeded in achieving promotion to a higher grade, he suddenly came back to where he was four years before and received £20. The weighting was intended largely to meet the higher rents in London. Was an officer suddenly reaching a higher grade and having, in consequence, his weighting reduced, expected to say to his landlord: "I cannot pay so much rent, because the N.J.C. has decided that my cost of living is now less than it was before"? The landlord might well ask "Who are the N.J.C.?" to which the officer might reply: "They are the National Jugglers of the Cash!" (Laughter).

Mystifying Anomalies

The process was even more mystifying in the case of the officer's woman colleague. Whereas the N.J.C. apparently considered that the higher cost of living in London for her was but eight-tenths of that of the man, when she was promoted she suddenly achieved sex equality and her weighting increased. He could only suggest that that was done so that she could pay to the landlord the amount which her male colleague could no longer afford to pay! (Laughter.)

A further anomaly was the fact that, whereas a provincial officer promoted from the General to the Clerical Division got an immediate increase of £15, his London colleague, owing to the variation in the weighting, would get only £5.

Sanitary inspectors had now been placed in Grades I and II, so that in future they would all go to £405 per annum. In London there would be the £20 weighting, making £425. But for the last 25 years, the London District Council had had a scale of salaries for those officers with a maximum of £450 a year—£25 more. That was an indication that the National Whitley Council itself realised that the London weighting was inadequate.

G. W. HERRICK, Hammersmith, seconding, declared, on the basis of many inquiries among colleagues who had come to London from the provinces, that Mr. Gapper had understated the difference in living costs in the capital: the lowest figure he had been given in respect of higher rates and rent alone was £64 a year. It was ridiculous to reduce the weighting from £30 to £20 just at the time when an officer—aged between 30 and 40—was bringing up a family and needed more accommodation.

Living—and Loving—both Dearer

Up to this point speakers had all approached the problem with earnest gravity. It remained for G. R. COYNE, Battersea, to introduce, in a breezy style, that element of humour which always wins the ear of Conference. Speaking as one who had migrated to London from the north-west ten years ago, he declared it to be unchallengeable that the difference in cost of living far exceeded the £20 or £30 proposed.

"To give one example," he added, "when I left the fishing village of Liverpool, the public transport vehicles all had very large notices saying: 'Do not spit. Penalty 40s.'; but when I came to London I found that London Transport, with

its well-known courtesy, framed that notice in much more delicate terms, but added a footnote to the effect that the penalty was £5! (Laughter.) That is true of every kind of expenditure which a local government officer in London either indulges in or wishes to indulge in."

"Looking at the agenda last night, I misread the item, and thought the point was the high cost of loving! (Laughter.) I can assure you that any permanent or temporary appointment of that nature, or even a casual vacancy, is very much more expensive in the South than it is in the North! (Laughter.) This is a matter which affects some 23,000 members in the London district. (Laughter.)

Many of the London members, Mr. Coyne continued, were in the general division and, under the old London scale, had gone to a maximum of £300. Now their maximum was £330, and they would thus get only £30 out of the Charter, with which to meet a much higher weekly expenditure than their provincial colleagues. He appealed to provincial delegates to see that London officers received ordinary justice; they asked for no more than that.

Not a single provincial delegate having sought to challenge the Metropolitan claim, it remained only for E. A. S. YOUNG, chairman of the N.E.C., to assure Conference that both the Council and the staff side of the National Whitley Council had fought for a higher weighting, and took a poor view of what had been obtained. But at least they had established the principle of a weighting for London—that was something gained—and now they wanted to improve it. If Conference would refer the motion and the amendments—including one by Walthamstow, calling for a weighting comparable with that given to teachers, and by Coudon and Purley, to extend the weighting to the whole of the Metropolitan police area, neither of which was moved—to the N.E.C., the point would be taken up actively at the earliest convenient moment with the National Whitley Council. Conference accepted this suggestion.

ADDRESS BY T. W. BURDEN, M.P. Officers Should Study Problems of Local Government Reform

At this stage the President interrupted the proceedings to offer a warm welcome to T. W. BURDEN, M.P., who had been an obviously interested listener to the whole of the proceedings so far, including the public relations and education meetings on the Monday. Mr. Burden, said Mr. Harrod, was a staunch supporter of NALGO in the House of Commons, and had rendered the Association yeoman service. Whenever he talked about local government and local government officers, he was listened to by the Front Bench. He had a complete knowledge of the work of the Association, having been a prominent member of a local authority for many years.

Mr. BURDEN, who was received with warm applause, opened with a tribute to GEOFFREY HUTCHINSON, M.P., who had for some time been associated with him in furthering the interests of NALGO on the floor of the House of Commons, and who had been of tremendous help to the Association. (Cheers.) He was now looking anxiously for a successor to Mr. Hutchinson.

Recalling that, at the time of the last Conference in Brighton, the country was in the throes of a general election, and he had stolen a day off from his own election campaign to attend, Mr. Burden expressed the view that the result of that election was the greatest political event in our history since the Reform Parliament of 1832. A clear, definite, and precise programme had been submitted to the electorate and, despite expressions of pained surprise in certain quarters, that programme would be carried out.

The Parliament of 1832 had carried the Municipal Corporations Act, which was the foundation of our modern democratic system of local government. Today, with a Government pledged to great changes, economic and social, in our national life, local government, built up since those days of 1835, was bound to be affected. They had to ask themselves whether the present structure of local government was capable of shouldering effectively all the new responsibilities which it was being asked to undertake, and in this connection he wholeheartedly welcomed the President's call for a full inquiry into local government structure. It was a precious heritage

and, while it must not be sacrificed on the altar of uniformity, needed refashioning so that it might continue to make its great contribution to our national life.

Local government officers realised that the future structure of the organisation involved issues of policy which were primarily for the Government and their employers; but it was necessary for them to familiarise themselves with those issues if they were to be competent administrators.

"Apart from that," Mr. Burden declared, "I believe that local government officers can make their own special contribution to the issues involved in the reform and change of local government structure. I hope you will continue to take a very deep interest in those problems if you are unable—as it would probably be good policy for you not to do—to adopt any specific programme as a policy of your own."

Compensation for Assistance Officers

In his statesmanlike address to Conference, the President had said some hard things about the absence of compensation provisions from the National Insurance Bill. The principle long established, of adequate compensation and protection for local government officers when they were adversely affected by legislation was too valuable to be lightly given up, but Mr. Burden was confident that, in deputations to the Minister, in the committee stage of the Bill, and again on the floor of the House, the case for the local government officer had been put fully and with all possible vigour. The Association owed much to its parliamentary agents and its legal department. In particular he would like to acknowledge his personal debt to the tremendous help and assistance he had received from W. C. ANDERSON, NALGO's legal officer. Whatever calls he had made upon Mr. Anderson (and they had been urgent and pressing) they had always been met. But for that help the Association's case would not have been put forward so well as it was in committee and on the floor of the House.

The Health Service Bill was complementary to the National Insurance Bill and did, in fact, contain compensation provisions. Whether they were adequate or not was a matter for the Association's officers to consider, and if they were not adequate they would not be overlooked in the House.

In the near future, those two measures would be rounded off by a Bill to break up the Poor Law, and he hoped that the difficulties likely to arise in the operation of the National Insurance Bill might be overcome by the linking together of the application of those three measures.

Contribution to Charter Triumph

Conference had heard much about the Charter, and he liked to feel that he had made a small contribution to it. During the lifetime of the Coalition Government, under the inspiration of JOHN SIMONDS, NALGO's late general secretary, and with the help of HADEN CORSER, he had urged the need for a national agreement on conditions of service. That drew a sympathetic reply from Mr. Willink, then Minister of Health. Later, he understood, his speech and the Minister's reply were circulated to all local authorities, and he was happy to think that in this way he had been of some help in the great task which had been accomplished. (Cheers.)

In illustration of the careful way in which NALGO Headquarters watched the interests of members, Mr. Burden said that the staff of the Railway Assessment Committee—probably one of the smallest branches in the Association—had a superannuation problem. To meet that



"In London it costs more to spit..."



...and to make love."

relatively small problem, it was necessary to prepare a case, to seek and hold an interview with the Minister, to argue the case before him and the permanent civil servant, to table a clause in the Bill, and to argue the clause on the floor of the House. He had great hopes that, as a result of what had been done, the difficulty would be cleared up and another problem be wiped off NALGO's slate. (Cheers.)

He welcomed the Association's public relations policy—for a reason which, possibly had not been considered by members. That great statesman, Mr. William Harcourt, had said that this country could be better administered and more efficiently run if the job were left entirely to permanent officials—but that at the end of twelve months every permanent official would be hanged from the nearest lamp-post by an infuriated people! (Laughter.) Knowing that the interference, as it was called, of permanent officials in the national life was bound to increase, he begged the Association to continue with its public relations policy, to save its members from a quite undeserved fate! (Laughter.)

Service's Part in Reconstruction

"We are living," Mr. Burden concluded, "in great days. You will remember the striking phrase used by Field-Marshal Smuts at the end of the first World War: 'Humanity has struck its tents and has once more resumed its onward march.' This great Conference has a vital part to play in the great tasks of reconstruction which we have set our hands to. If I were asked to sum up in a phrase the tasks which we have set ourselves, I would say:

- 'A chance for the children,
- 'A chance for the old,
- 'And glad men and women,
- 'More precious than gold.'

"I believe that the local government service will respond to all the calls made upon it by the central government and that it will play an increasing part in this great task of reconstruction. Thank you for your welcome and wish you God speed in your work."

After the loud and prolonged applause with which delegates acclaimed this address, L. J. A. MOIR, Croydon, moved a vote of thanks to Mr. Burden both for his speech and for his untiring and valuable assistance to the Association since 1943. It was rarely that one found in one man so many great attributes in such harmonious combination said Mr. Moir. Mr. Burden's ability was unquestioned and his energy—after his single-handed work for the Association during the last year—was beyond doubt. He had demonstrated his generosity in his references to Mr. Hutchinson, his tenacity by his great endeavours for a compensation, and his friendship by the way in which he attended, and listened to, NALGO conferences.

Replying to the vote of thanks, which was carried unanimously, with acclamation, Mr. Burden told Conference that his name really meant "Standard Bearer," and he hoped to be prepared for a long time to carry high the standard of NALGO.

Returning to the agenda, Hertfordshire branch agreed, on the suggestion of the President, to refer to the N.E.C. its motion to extend the Charter fighting for London to all local authorities partly or wholly in the Metropolitan police district, and this Conference approved.

HARRY ALLEN'S TRIBUTE

Charter a Greater Achievement Than Superannuation

That concluded the section of the annual report dealing with the Charter, and the President suggested that Conference might wish to hear a word from HARRY ALLEN, who had led the negotiations from the beginning but who, just before the end, had been required to give up his work on the staff side of the National Whitley Council and the N.E.C. by his translation to the office.

Mr. ALLEN, who was warmly welcomed, declared that, for NALGO, this had been the greatest year since superannuation was won. The Charter, indeed, was better than superannuation, since it gave members something to live on now, instead of just when they retired. Imperfect though it might be, it had laid a solid foundation for the



A new baby for NALGO.

future. There had been some healthy criticism of the staff side, but they should remember one outstanding fact—that now the local government service had a mandatory Charter, with the full power of the Courts behind it, with which it was impossible for local authorities to "monkey about" and vary in 1,500 ways. In the application of the Charter in Sheffield there had been some slight variations, but he deplored them—for while branches might welcome a more favourable condition, there might come a time when they were faced with a demand for conditions less favourable than the Charter, and they would then find that they could not take the local authority to the tribunal, because they had themselves agreed to a variation.

"But I have not come here to enter into a debate on the Charter," Mr. Allen continued. "I have come to thank you and to pay tribute to your PRESIDENT, who took a strong and leading part in the discussions in the National Joint Council, and to TEDDY RILEY. I knew I was safe in handing the leadership over to him. Believe me, the friendship which has been built up between the employers' side and the staff side during the last few months augurs well for the future."

"It is well to reflect that the National Joint Council was reformed not wholly at the wish of the employers' organisations; a lot of hard work had to be done. I can tell you that, during the last twelve months, not only the Charter, but also the very existence of the National Joint Council hung by a thread. There have been some very delicate negotiations, and if the Charter does not contain all we want, then some of the weakest points in it are due to those delicate negotiations."

"I would like to pay tribute to the team, to Teddy Riley as leader, to all the staff side who were on the Council and to you for your kindly reception of this Charter. May I also say 'Thank you' to Mr. CORSER for all the valuable work he has done and for all the assistance he has given?"

PUBLIC UTILITY OFFICERS

Big Recruitment Drive Planned

In this atmosphere of mutual congratulation, Conference turned to what was probably the most important motion on the agenda—that submitted by the N.E.C. to widen the basis of NALGO membership to include employees of public utility undertakings—formally defined in the motion as "persons authorised by an enactment or statutory order to construct, work or carry on any dock, harbour, tramway, gas, electricity, water or other public undertaking."

Moving this, E. L. RILEY explained that it arose out of the Government's intention to nationalise electricity, gas, and transport services, together with dock and harbour boards, and to transfer certain local authority hospitals to regional boards. These measures would affect about 20,000 members who, it was estimated, would be transferred from local government to the service of the new boards. Mr. HERBERT MORRISON had made it clear that these transferred officers would not be civil servants, nor would they be local government officers; they would be employees of public corporations set up by the Government. But they were members of NALGO now, and they would look to the Association to see that their passage from one employment to another was made smooth and that their interests were fully safeguarded.

Adoption of the motion would enable them to continue their membership of NALGO, the most suitable organisation to look after their interests. The Association would take every step it could, as quickly as it could, to establish Whitley machinery for the new Boards, and he had already discussed the problem with the chairman of the employers' side of the National Whitley Council.

But if NALGO were to act for its own members, what it did would affect the other officers of the Boards, who were not now members. All would be employed by the new Boards, and unless NALGO did something about it, other organisations already active in that field would seek to recruit not only those officers who were not now members, but those who were. If those organisations succeeded, then there would be disunity and disruption. It was known that many officers in the existing public utility services were eager to join NALGO, and it was obviously to their advantage to do so, since NALGO already had the machinery and the experience of trade union organisation. It would be equally to the advantage of NALGO to have them, because it would be undesirable to have two or three voices speaking on those important matters.

"Let Us Go Forward!"

Many years ago, BILLY LLOYD, then honorary treasurer, had told Conference that periodically NALGO was expected to have a new baby. He did not know whether it was because there had been a divorce during the war years, but the Association had not had a new baby for about seven years, and this seemed to be an occasion on which something should be done about it!

If the Association failed to take this step forward, it would become less effective. It would lose members, and the present staff was based on a membership of between 130,000 and 140,000. No Association could stand still; it had either to go forward or backward. He did not look forward with any pleasure to the next two or three years' work—it would be difficult for everyone—but he would prefer to go forward with a strong, united body of local government and public utility officers, probably about 250,000 strong, presenting to the country a solid block of considered opinion.

The N.E.C. opposed the Glamorgan County amendment, designed to extend the scope of the motion from "officers" to "employees." This, declared Mr. Riley, would bring the Association into conflict with the great trade unions catering for general workers. NALGO was an officers' organisation, and he hoped it would so remain.

J. B. PARRY, Glamorgan County, withdrew his branch's amendment.

F. CHAMBERLAIN, Hertfordshire, complained that some of the public utility officers mentioned in the motion had already been admitted to membership. To admit these people before Conference had approved was unconstitutional and called for an explanation.

To this, L. BEVAN, N.E.C., replied that he was unaware of the details, but he thought the answer was that there had been preliminary talks up and down the country and that "half commitments" had been entered into, subject to Conference approval of the principle. Conference raised no further objection, and adopted the motion, together with a consequential alteration of the definition of "member" in the rules, Glamorgan again withdrawing an amendment designed to widen the definition to include all employees.

GAS AND ELECTRICITY STAFFS

Immediate Campaign Promised

S. A. HUGHES, Metropolitan District, followed with a motion, tabled before that of the N.E.C., calling on the council to consider and prepare in advance the form of union organisation most suitable for the officers of nationalised electricity and gas industries, and to promote a campaign to recruit unorganised staffs within those industries.

The object of the motion, Mr. Hughes explained, was that the officers whom Conference had now decided to admit should be formed into a trade union within the Association, and that, when that had been accomplished, the N.E.C. should recruit the remainder so that NALGO would be the paramount association for this class of officer.

130 Goodbye to the Temporaries : Call for More Joint Committees

H. G. DEDMAN, West Ham, supporting, pointed out that two-thirds of the electricity supply industry was owned by the municipalities, and local government officers had proved their ability to administer that vital service.

E. F. BACON, N.E.C., accepting the motion, said that the N.E.C. intended to inaugurate a recruiting campaign immediately.

A. K. HADFIELD, Essex County, moved an amendment—which the President ruled to be a complementary motion—to the effect that all members transferred to central departments or similar authorities as a result of legislation should be allowed to retain their membership, and that the N.E.C. should prepare a scheme of trade union organisation and recruitment within the Association to cover them.

It was not enough, he argued, to confine the proposal to the electricity and gas industries; the same considerations applied to the transport industry and the hospital service. Nor could these members be dealt with adequately by existing NALGO machinery. County branches realised the difficulty of organising "out-county" staffs, and the staffs of Regional Boards were or would be in a similar position. They had already seen how difficult it was to organise nurses and to retain the membership of transferred officers.

Hospital Staffs' Problem

Hospital officers looked upon themselves as first and foremost hospital staffs, and many resented having their service conditions dealt with by officers at county and town halls. They felt that, whereas they dealt with flesh and blood—patients or staff—the county and town hall officers dealt only with names and figures. Lack of common interest and understanding was natural and inevitable.

In respect of medical auxiliaries—radiographers, pharmacists, and so on—the National Whitley Council had been negotiating for eighteen months with a hybrid organisation with a predominantly voluntary hospital outlook, and unless NALGO did something about it, the voluntary hospital people would sweep the board.

Essex, therefore, was asking that NALGO should do something about it. They were not asking for sectionalisation, but for a form of organisation within the Association. That was a sectional attitude, he agreed, but it arose from the fact that the county hall people were not sympathetic, and the hospital and out-county staffs wanted sympathy. He asked Conference, therefore, having opened the doors to staffs of the new Boards, to give them something worth while; if it failed, other organisations would step in, and, in fact, had already started to do so.

Conference approved both the Metropolitan and Essex motions without further discussion.

A WORD FOR THE "TEMPS"

Difficult Jobs Well Done

Next, J. P. PHOENIX, North Western and North Wales District, put in a word for the temporary staffs, for whose replacement by ex-warriors or assimilation in the service the N.E.C. had submitted a scheme to the National Whitley Council. This paragraph of the annual report, he said, reminded him of the story of the young and nervous subaltern who, when drilling a platoon on the cliffs of Dover, started his men marching towards the cliff edge and then, like some Conference speakers, "dried up," forgetting all words of command. On they went, right to the edge, until the platoon sergeant looked over his shoulder and shouted: "Say something, sir, even if it's only 'Good-bye!'" (Laughter.)

The N.E.C. had prepared a scheme for the dismissal of some 20,000 people who had worked by members' sides, who had themselves been members of NALGO, and who had done useful work, but nobody even said "Good-bye." He did not think it had been sufficiently realised what sort of jobs they tackled, and what sort of people they were. He had heard their services dismissed casually by saying that they came in to earn a living; but what had the permanent officers come in for? He had also heard it said they owed no allegiance to local government—but a person could not be expected to owe allegiance to something about which he knew nothing. Many had entered the service because they were directed, and others had done



"Say something, if it's only 'Good-bye'!"

so because they wanted to do their bit—sometimes men drawing pensions, who did not need to work.

Then there were thousands of women, some young, many middle-aged. They knew nothing of local government when they started, and it was not easy for those who had grown up in the service to realise what a peculiar system it could seem to the complete outsider. When a woman found that the city treasurer was engaged in acrimonious correspondence with the M.O.F., which she knew only as a food she gave her baby, she felt a little puzzled. He had known middle-aged women who thought the Minister of Health was a clergyman at a physical training college—and he did not dare tell Conference what some of them thought the Minister of Labour was! (Laughter.)

Those women had pulled their weight, had done a good job, and it was only decent to say "Thank you" and to give them a pat on the back. It had been said that one way of bringing a boy up was to give him a pat on the back, provided he was patted often enough, hard enough, and low enough! (Laughter)—but he wanted to see that done on a higher plane! (Cheers.)

E. L. RILEY, N.E.C., said he was sure that Conference would endorse Mr. Phoenix's remarks, and hoped that LOCAL GOVERNMENT SERVICE would give publicity to the fact that Conference placed on record its deep appreciation of the services rendered during the war by their temporary colleagues, and thanked them for the work they had done.

LOCAL JOINT COMMITTEES

Whitley Council Support Urged

C. R. CURTIS, Winchester, followed with his branch's motion instructing the N.E.C. to initiate a campaign for the establishment of local joint committees throughout the service.

The May editorial in LOCAL GOVERNMENT SERVICE, in a welter of despair, he said, had wailed about the so-called unnecessary motions on the agenda, and included in that forlorn review a reference to this motion, of which it said:

"Another branch asks for a campaign for more local joint committees—precisely what the N.E.C. has been conducting for the past five years, now with the backing of the National Whitley Council."

The writer, he thought, must have overlooked the appeal made by a former President at the 1942 Conference, when he asked delegates to go back to their branches and endeavour to secure the establishment of joint committees. With what? The guiding hand and weighty support of the N.E.C.? It would not seem so. But if the N.E.C. had really been conducting a campaign to set up local joint committees over the past five years, then its efforts had been largely unsuccessful. Today, fewer than half the county councils, about one-third of the non-county boroughs, and less than one-tenth of the district councils, had them—a total of under 300 among 1530 local authorities. Was NALGO satisfied with that—when more than 700 authorities had adopted the Charter in the past three months?

Was it right that his branch should be publicly pilloried for raising the matter, when the effort had produced such insignificant results? Could Conference be satisfied with such an outcome of four years of "campaigning" by the N.E.C.? Did not the N.E.C. want to benefit from the experience of the members it represented?

During the past four years, on several occasions, his branch had asked the council to establish a local joint committee, and each time the request

had been refused. The branch wished to further the principles of Whitleyism but, in the absence of a firm recommendation from the National Whitley Council, little could be done save make requests to the authority as frequently, and about as fruitfully as the, perhaps, more enlightened members raised at Conference each year the request to affiliate to the T.U.C.!

What was needed was a recommendation from the National Whitley Council. But the Charter said nothing about local joint committees. What was the measure of the "backing of the National Whitley Council" to which the May editorial referred? Admittedly, the preamble to the Charter included a sanctimonious request that "employing authorities will afford facilities for regular consultation with representatives of their staff on all questions affecting their conditions of service, through the medium of local joint committees," but if the local authorities did not accede to that request, what measure of redress was there? It was time NALGO found means of implementing its policy—not in a half-hearted preamble to such an important document.

He gathered that the staff side were even now considering or recommending a model form of constitution for a joint committee, but was not that putting the cart before the horse, and should they not first get the principle accepted by the Whitley Council, and referred to in Part IV of the Charter?

Reasons for Delay

If delegates were sincere in their desire to see joint committees set up, and if they really wanted to overcome the prejudice that some local authorities—and some chief officers—had against them, then it was not too much to ask that the N.E.C. should initiate a campaign, first among its representatives on the staff side of the National Whitley Council, to obtain from that body a firm recommendation to all local authorities.

Miss M. ANDERSON, N.E.C., replied that the Association had been trying for years to increase the number of local joint committees, and the present total was 287. But success depended largely on local effort, and it was the responsibility of every member of a branch to work for the formation of a committee in his area.

More than a year ago, the staff side of the National Whitley Council had approved a model constitution and a recommendation to local authorities to establish such committees. The delay since then was due not to opposition by the employers, but to the representatives of other trade unions, who had sought to secure representation for themselves, which would be grossly unfair to the majority of NALGO. But for that difficulty, the National Council would, without doubt, have made a recommendation last year. The N.E.C. supported the motion, and Conference adopted it.

ISOLATED COUNTY MEMBERS

May Join Nearest Branch

There followed a lengthy debate on county branch organisation, based upon an N.E.C. motion, introduced by A. E. NORTROP. This sought to amend the present Rule 54 to read:

Any number of local government officers in the service of a local authority or board or other authority mentioned in the definition of 'Local Government Officer' in Rule 2 may form a Branch (hereinafter referred to as the 'Employer Branch'). A local government officer may be a member through the Employer Branch or through the Branch for the particular area in which he performs or mainly performs his duties (hereinafter referred to as the 'Local Branch'). Provided that, where the officer is a member through the Local Branch, negotiations with the employing authority shall be conducted by or with the approval of the Employer Branch, and an application for legal assistance made by the officer shall for the purposes of Rule 78 be subject to the recommendations of the Employer Branch. Where there is a disagreement between the Employer Branch and the Local Branch, or the Employer Branch fails to take action, the District Committee or a sub-committee of the District Committee appointed for the purpose shall be empowered to determine what action shall be taken.

Consequential amendment to Rule 78:

Insert after 'shall' in the first line: 'except as provided in Rule 54.'

The motion, Mr. Nortrop declared, was the result of long and careful consideration of present weaknesses in branch organisation. The proposals should not be regarded as final, since the N.E.C. would have to come to Conference again when it

Should County Members be Given a Choice of Branches?

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measured the effect of present and pending legislation on electricity, gas, health and other services. They represented an interim solution.

The weaknesses in county branch organisation have long been evident and if NALGO tried to tinker under its existing rules, it would miss opportunity under the new legislation. Conference had agreed to admit officers of public utility services, but they must have an effective and elastic branch machinery to cater for them.

Why 52% of County Officers In

L. BEVAN, N.E.C., seconding, declared that at county branches had found it impossible to arrange to organise their members under present arrangements—with the result that only out of every 100 county officers were members NALGO. He did not know whether the members were in any other organisation, but NALGO was the proper Association for them, and if its present organisation was not suitable, they must change it. The N.E.C. suggested the scheme outlined in the motion was the best for the time being, although it might be that in a year or two, when the set-up of the new Boards was better known, they would have to come to conference with some further scheme.

Critics of the motion had suggested that it would lead to drifting between branches—that an officer who was disgruntled would go from his employer branch to his local branch, and, having come disgruntled there, would go back to his employer branch. The motion, however, did not alter the rule which gave branches the right to accept or reject an application for membership. He thought it could safely be left to branches to see that members did not vacillate backwards and forwards between employer and local branches. Negotiations on service conditions—union work—could be carried out only through the employer branch or with its approval. There would, therefore, be no question of the local branch gate-crashing on the employing authority and making representations in defiance of the employer branch.

County branches which had organised their members efficiently—his own was one—had nothing to fear from the motion; their members would stick to them. But they must look at this matter from the point of view of the Association as a whole, not from that of any individual branch. The N.E.C. was concerned with the national aspect, and wanted the Association to speak for every officer. What mattered was not the branch he belonged to, but that he was in NALGO, and not any other association.

Lancashire Has a Plan

H. W. SEXTON, Lancashire County C.C., moved into consideration of the proposals be deferred; but the N.E.C. consider further the reorganisation of members of county branches whose duties are performed away from the central administration and report to next Conference; and that, in the meantime, all county branches be asked to report the steps they had taken to provide for such members.

Last November, he told Conference, Lancashire branch called a meeting of transferred officers, set up a committee to consider their position, and evolved an organisation which was directly acceptable to them. The county was divided into areas, each of which had an area committee with a full complement of officers. The area committee had delegated to it practically all powers, conducting its own meetings, making representations to the county executive committee, and enjoying direct representation on the executive, on the district committee, and at conference. If Lancashire, with areas ranging from the sparsely to the densely populated, could operate a scheme acceptable to all, it was not possible for other counties to do the same.

The N.E.C. motion was precipitate in seeking to alter the rules in anticipation of legislation. They should wait until the position was absolutely clear. Officers who did not actually work in the central administrative offices were dependent on the officers there for the smooth working of their districts, and it was wrong to divorce them from their employing authority branch.

R. Heywood, Lancashire, seconding the amendment, and speaking as chairman of a special sub-committee of the branch executive formed to

organise the outside staffs, said that 700 of those officers, out of a possible 1,000, were members of NALGO. During the short time that Lancashire had been implementing last year's decision (that transferred officers of education departments must join the appropriate county branch) they had stimulated enthusiasm to such an extent that all the outside members looked not to the local branches but to the county—because they recognized that it alone could deal with service conditions and salaries.

In Lancashire, excluding Liverpool and Manchester, there were 68 local branches. Were these out-county members, in isolated units, to be attached to those local branches, who would deal with their grading and other problems? The employer branch could do that effectively only if they were members of the branch.

J. B. PARRY, Glamorgan, supporting the amendment, objected to the N.E.C. assumption that a county branch was incapable of catering for all its members. If the position was as bad as had been painted, why had the N.E.C. allowed such a state of affairs to continue for so long? Glamorgan had 4,100 members, with 34 sub-branches—11 of them belonging to the central administration and the other 23 representing members away from the centre—many of them as much as 60 miles away. The sub-branches all had direct representation on the executive committee, which met once a month. The fact that, during the war years—with all the difficulties of transport, black-out, and so on—there was an average attendance at those meetings of more than 50 members, out of a total of 65, showed that there was nothing wrong with the organisation. If that could be done in Glamorgan, it could be done in other counties.



J. B. Parry

Scheme "Would Lead to Chaos"

Glamorgan had had a local joint committee for 26 years. The staff side met weekly, and members were given every opportunity to voice their grievances through it, or through the branch executive committee.

Officers transferred under the Education Act had been given direct representation, and special sub-branches had been set up for them. When the county took over the staffs of Part III authorities, it said that they would be treated as county employees and graded in accordance with the county scheme—a decision which had been to the benefit of the majority of those officers. Acceptance of the N.E.C. proposals would lead to chaos, and would not promote the unity for which the N.E.C. appealed. The annual report had pointed out—and he fully agreed—that the main concern of members was their service conditions. That being so, if members wanted their service conditions protected, they should belong to the employer branch, which was the only branch which negotiate with the employers about their service conditions.

C. R. SANDELL, Pembroke and District, opposing pointed out that the motion did no more than give members an opportunity to join a local branch if they were not satisfied with the county branch; if they were satisfied, as the Lancashire and

Glamorgan speakers suggested, then they would not leave the county branch. But many members would not join NALGO unless they could take an active part in its affairs, and those were the people the Association wanted. In many county branches, however, it was impossible for isolated members to take a part in county branch affairs—but they could do so if they joined a local branch.

L. BEVAN, N.E.C., replying to the discussion, denied that the motion was precipitate; the subject had been discussed at length at last year's Conference and, since then, by the N.E.C. and its committees.

Conference had been told about the excellent organisation of the Lancashire branch, yet figures before him showed that its potential membership was 3,500 whilst its actual membership was less than 1,300. Where were the other 2,200?

Mr. Parry and he belonged to a good branch—but the people in the industrial areas of Glamorgan were strongly trade-union minded and that was not the case in other parts of the country. He asked Conference to reject the amendment—which it did, just in time for the luncheon adjournment.

"Administratively Unsound"

But the adjournment did not mean the end of the debate, and delegates reassembled to hear Surrey County's downright condemnation of the N.E.C. proposals as "administratively unsound." The amendment, moved by W. W. RUFF, advocated that only one branch might be formed by the officers of any particular authority or board, and that an officer might be a member of the Association only through this "employer" branch, but that he might be detached, for social or sports purposes, to the branch for the area in which he worked.

The N.E.C. proposal, Mr. Ruff declared, would create three outstanding difficulties:

1. Transferred officers would be entitled to vote, sit on committees, and hold office in branches in whose affairs they had only an indirect interest;
2. The authority of the county branches with the employers would be weakened, thus prejudicing the relations established after long struggle; and
3. Disagreement would be introduced where none had previously existed—between county and local branches over matters which were primarily the concern of the county branch.

None of those difficulties would arise where there was an efficient and effective area organisation, and, as Conference had heard, it was possible to have that. All that was necessary was that members should be attached to local branches for social and kindred matters, in which they had a genuine local interest. His own branch had prepared a new scheme of area organisation which, given the enthusiasm on the part of transferred officers which they had shown in their own branches, showed high promise of being a real and live organism integrated in the county branch machine.

No "Petty Parochialism"

If industries were to be nationalised and officers transferred to Regional Boards, those were the places where the employer branches should be—at the regional level, but with an effective area organisation and attachments to local branches as might be required. He recognised the desire of transferred officers who had taken a prominent part in the affairs of a local branch to continue that interest; but major changes in local government administration involved consequential changes in other spheres. This was a problem calling for statesmanship, not petty parochialism. The position was rather like that of a child who had been living with an aunt while its father was away at the war. Now father had returned, and the child's place was in his father's home, not with aunt, although she was known and loved. She could be visited every day, if necessary.

W. J. HARRIS, Glamorgan County, seconding, urged that, now national conditions and scales had been obtained, the one problem which remained of interest to the general body of members was grading. How could a member of a county authority obtain satisfaction on that if he became a member of a local branch?

The N.E.C. proposal took away from the employer branch the right to decide what was in



Eve's Dilemma

Glasgow Seeks Action to Stir Up Equal Pay Commission

the best interests of the majority of its members, and gave that right to the district committee in any dispute between a local branch and an employer branch. Was it right that the district committee should decide on the action to be taken in the interests of a minority of members of a branch, contrary to the decision of the majority? That savoured of dictatorship.

The annual report had pointed out that NALGO's probable future organisation would be geographical. What of the reluctant transferee, who did not wish to go to a county branch? Under the new set-up, he would, presumably, be submerged in some form of area or geographical organisation.

Further, where branches had set up joint committees, any loss of membership of the county branch might upset the balance of power on the staff side of that joint committee. Did NALGO want to see the power which it held at the moment in most of those joint committees pass to some other organisation?

No Weakening of Counties

L. BEVAN, N.E.C., replying, suggested that Surrey's amendment differed little in effect from that of Lancashire County, which Conference had rejected. The reorganisation scheme would not weaken any county branch which was doing its work properly; Glamorgan, for example, was unlikely to lose half a dozen members, and if it did lose so many they would be of the type without whom the branch would probably be much better off.

Nor would there be any weakening of the position of county branches in their relations with the employers: the Charter had seen to that by providing standard conditions which would not, to the same extent as before, be subject to individual battles in local joint committees. That did not imply that joint committees would have nothing to do—their function would be important—but he could not see that the N.E.C. proposal would make any difference to the strength of the county branches in negotiations with the employers.

Far from admitting that the scheme would lead to less consideration of the interests of individual members, the N.E.C. believed that their interests would be much better catered for than before. Every member would have a right to appeal to a district committee if he were dissatisfied, and his position would be strengthened by the fact that his branch would speak for the whole of the NALGO membership in its area, whether the members belonged to the county branch or the local branch. The proposals for NALGO reorganisation on a geographical basis were still very much in the air, and Conference need not concern itself with them yet, since it would have to be consulted before any action could be taken. He called for rejection of the amendment, and Conference agreed.

"Let Districts Decide"

After J. R. CRESSWELL, Keighley, had withdrawn his branch's amendment, which was on similar lines to the N.E.C. proposal, A. F. YARKER, Southern District, moved an amendment to make the formation of an employer branch subject to the approval of the district committee. While supporting the N.E.C. proposal, he explained, the Southern District felt that, since district committees had been empowered to settle any dispute which might arise between employer branches and local branches, they ought to be in a position to say whether any particular branch was necessary.

F. N. NUNN, Portsmouth, supporting, argued that the proposed new rule was too wide in its application, since it allowed any number of members to form a branch anywhere—and they might thus get 50 or 60 branches formed in one district.

A. E. NORTROP, N.E.C. opposed, on the ground that adoption of the amendment would seriously limit the operation of the proposed new rule. The N.E.C. could not agree that district committees should be left with a free hand, which would lead to different applications of the rule in different areas: the rule should be applied on a national basis and not as a piece-meal arrangement. Conference supported this view, and rejected the amendment.

Next, G. ASHTON, South Western District, moved the insertion of a clause to provide that an employer branch should be credited with a proportion of the amount of rebate of annual subscriptions of members electing to join a local branch, but withdrew the second part of the South-Western



Miss Fergusson fears it will be a long wait.

amendment, which had proposed deletion of the provision that a local branch might conduct negotiations with the employing authority with the approval of the employer branch.

While supporting the N.E.C. proposal, Mr. Ashton said, the South-Western district felt that its financial implications had not been fully realised. A substantial number of county branch members were employed away from the county hall, and most would probably take advantage of the new rule to join a more convenient local branch, with the result that the rebate in respect of their subscriptions would go to the local branches concerned. Thus the county branch might lose a big slice of its income, although it would still be expected to look after the welfare of those members in respect of salaries and service conditions. The N.E.C. could best decide how the rebate should be apportioned, but since both employer branch and local branch would be looking after the welfare of those members, he suggested that a fifty-fifty basis would be appropriate.

R. M. EVANS, South Western district, seconding, urged delegates not to let the N.E.C. have its own way all the time: if it did not accept the amendment as an obvious omission from its motion, then Conference should force it to give way for once.

L. BEVAN, N.E.C. opposed, on the ground that the amendment would create financial complications and friction between branches. Conference supported this view and rejected the amendment.

Finally, after G. R. WOODS, Bromley (Kent), had withdrawn his branch's amendment, which was also on the lines of the N.E.C. proposal, Conference adopted the original proposal by a majority well above the two-thirds required for an alteration of rule.

A TARDY REPORT How to Speed its Presentation

From this lengthy debate, delegates turned with relief to a good humoured and at times light-hearted discussion of the Glasgow motion calling on the N.E.C. to take "suitable action" to speed up the presentation of the report of the Royal Commission on Equal Pay.

Moving this in a witty, forceful, and well-delivered speech, MISS J. FERGUSON said that LOCAL GOVERNMENT SERVICE and even more authoritative quarters had expressed doubts of the possibility, or, indeed, the propriety of "prodding" a Royal Commission. But Glasgow had not used the word "prodding"; its motion had been carefully drafted to leave scope for the N.E.C. to use its undoubted ability and ingenuity in giving effect to it. When the N.E.C. felt strongly about a measure and wanted to do something about it, Miss Fergusson disarmingly suggested, it generally found a way of doing it very well indeed. That was why women in NALGO were complaining that, although the Association had adopted equal pay for equal work as its policy, it was merely paying it lip-service. She did not subscribe to that opinion—but she did suggest that it was wrong to adopt a passive attitude about the delay of the Royal Commission in making its report.



Miss J. Fergusson

Most people realised that a Royal Commission was merely a delaying tactic (Laughter) and that part of the technique was to say it was always just about to report! This Royal Commission was appointed two years ago to side-track the issue of equal pay for equal work when it was very much alive, in the hope that by the time its report was published the issue would have died (old age) (Laughter). It was the task of NALGO to see that that did not happen.

There were one or two obvious steps which she could suggest—and she was not on N.E.C. (Laughter). Discussion by Conference was one positive contribution. In addition, questions could be asked in the House of Commons—the had been asked already, but they could be asked again and again; the N.E.C. could issue a statement that it thought the report should be speeded up; the Journal could be used to keep the issue before members, and leading members of the N.E.C. could make public pronouncements on the lines of those already made by leading members of the National Union of Teachers, B. L. C. White of the Civil Service Clerical Association and by Jack Tanner, of the Amalgamated Engineering Union. If those were the tactics, then NALGO would be erring in going company. (Laughter.) Those were only a few suggestions—she would leave the details to the N.E.C. (Laughter.)

Threat of Redundancy

This was a national matter. In Glasgow, it had arisen as a bread-and-butter issue, because, as a result of the large-scale introduction of machines, the men were finding that women were doing, on those machines, jobs for which men had been paid much more highly in the past; there was therefore, going to be great redundancy in many large departments. That position would soon arise in other authorities.

There would be powerful industrial interests opposed to the principle of equal pay, and the fight would not be a kid-glove one. It was not enough to pass Conference resolutions: only by immense efforts on the part of the whole trade union movement and the exercise of the utmost vigilance would the report be published and the principle carried into operation. (Cheers.)

After H. G. DEEDMAN, West Ham, had modestly seconded, saying that Miss Fergusson had put the case so well that there was little for him to add except that speed was essential, J. ROBERTSON, Glasgow, convulsed Conference with a comical turn of witty irrelevancies.

"Before I came down here," he said, "my daughter said to me: 'Say, baby, howse about you getting me one of them spades they're selling down at Brighton?'—that's the way Glasgow children speak nowadays! (Laughter.) I said 'O.K., sister'—I mean 'All right, my dear, will when I've spoken about the Royal Commission.' She said 'What is a Royal Commission?' and I replied: 'It's a gathering of somebodies who listen to a lot of nobodies and who do nothing about anything'—to which she answered: 'But, daddy, that's what you call an N.E.C. last week.' (Laughter.)

"Royal Commission—Seventh"

"Royal Commissions are slow things, and here I quote authority. I have a copy of the 'Sporting Chronicle' of last week, which tells us that he was seventh! (Laughter.)

"The point of this motion is to get help. I was dining the other day with the Chaplain of Barlinnie Prison, and he told me of one of the prisoners who said to him: 'Look here, padre old chap, you've been jolly decent to me and I'd like to do something for you. Give me your address, and I'll see you when I come out. 'Why do you want my address?' asked the chaplain, to which the prisoner replied: 'I'll come up and fit up your gapes so that they won't go through the meter. (Laughter.) The moral of that is that if people in prison can do something for each other (laughter) then those of us who are outside or who are not yet in, can quite easily do something about it."



J. Robertson

Ending Unjust Dismissals : Are Women's Committees Needed? 133

"If I were an orator like some of you English fellows, I'd call upon you: 'Let us take our words in our hands and let us press forward, giving no stone unturned to draw the ship of state safely into the runway!'" (Laughter).

A. G. BOLTON, N.E.C., declining to enter into equal combat with the Glasgow comedians, told Conference that the N.E.C. had been far from idle. It was one of the first trade unions to submit evidence to the Royal Commission, and in March, 1945, Mr. Allen spent three or four hours giving oral evidence. That was four months before the T.U.C. and other organisations gave their evidence. In addition, the Association had formed a joint committee with the National Union of Teachers, the staff side of the Civil Service National Whitley Council, the British Medical Association, and the National Federation of Professional Workers, a result of which communications were sent to the Commission and last May the reply was that the Commission had completed taking evidence, and as considering its report. Later, the Chairman of the Commission, in a letter to "The Times," explained that the delay had been due to a number of factors, including the fact that the T.U.C. and her organisations were not ready to give evidence when asked to do so. On behalf of the N.E.C. he accepted the motion, and Conference creupon adopted it.



A. G. Bolton

RUSHCLIFFE COMMITTEE Colin Roberts Reports Progress

On paragraph 77 of the annual report, dealing with the work of the Rushcliffe Committee, E. L. HAY suggested that Conference might like to hear COLIN ROBERTS, chairman of the staff side of that committee.

MR. ROBERTS, who was warmly received, said that he had been particularly interested in the debate on the Charter, because the first report of the Rushcliffe Committee, issued three-and-a-half years ago, had been criticised in the same impartial way. As a result of that criticism, the staff side last July had asked the employers' side for a complete review of all the salary scales. The fact that it had taken twelve months to complete that review indicated the tremendous difficulties involved in altering and implementing National Charters. So many anomalies crept in, there were so many things to do, and so many mistakes were made unwittingly, that already the Rushcliffe reports had become so numerous that the members of the Committee were asking for them to be codified.

The report of the public health committee—of which A. G. BOLTON was now chairman—would soon be in the hands of the Minister and the printers; the general hospitals and assistant nurses committee had finished its task; and the student nurses, mental nurses, and midwives committees had almost completed their reviews.

NALGO was doing a great work in the nursing world, Mr. Roberts concluded, and was spending time and money helping that great profession in no uncertain way. (Cheers).

SECURITY OF TENURE Safeguard Against Injustice

Next, J. S. FORMAN, Solihull, moved an instruction to the N.E.C. to promote legislation to ensure security of tenure for local government officers—a motion, Mr. Forman explained, which had been tabled before publication of the annual report, in which the N.E.C. announced its own proposals to achieve the object desired.

Already, he admitted, local government officers had some degree of unofficial security of tenure, in that they were rarely dismissed. His branch did not suggest that the inefficient, dishonest, or slack officer should not be dismissed, but that officers should be protected against unjust dismissal.

Delegates would remember a recent case in the Divisional Court in which counsel, briefed by



J. S. Forman

NALGO, had alleged that an alderman had threatened a town clerk with dismissal if he disclosed things which the alderman did not wish to be disclosed. The Alderman was in a position to carry out that threat—as was borne out by the fact that the deputy town clerk of the same borough was, in fact, dismissed. He was later reinstated as the result of NALGO's action, but it was probable that he missed the opportunity of promotion.

NALGO would take up the case of an officer threatened with dismissal if it considered that there were reasonable grounds for appealing against the decision of an employing authority or a judge; but the cost involved in taking a case to the Court of Appeal might deter the Association if it considered that the chances of success were slender.

The intention of the motion was to strengthen the hand of the N.E.C. by a mandate from Conference. There were other associations, representing chief officers, which were considering this important matter, and NALGO should do so too.

J. N. HOFTON, Solihull, seconding, said that the decision of a man or woman to devote his or her life to the public service was often influenced by the prospect of security of tenure, which offered greater attractions than the glittering, but more precarious, prizes to be won in commerce or industry. His branch, however, felt that that security was largely non-existent to-day. Section



DELEGATE'S DILEMMA—"How happy could I be with either, were I either dear charmer away!"

15 of the Charter (dealing with dismissal) gave no right of appeal to an impartial tribunal.

It was appreciated, as LOCAL GOVERNMENT SERVICE had pointed out, that the problem was difficult; nevertheless, he knew that every year someone, somewhere, was out of a job because some minor offence had been exaggerated and magnified out of all proportion, probably as a result of some animosity he had incurred. Those men had to be protected, especially the older men, who found themselves on the streets with loss of superannuation rights.

N.E.C. Proposals Ready

P. H. HARROLD, N.E.C., replying, said that the Council was prepared to accept the Glasgow amendment, referring the question to the N.E.C. Substantial progress had already been made, and the employers' side of the National Whitley Council had given an undertaking to consider the Association's proposals separately from the Charter, but soon; those proposals were:

1. That local government officers should not be removable from office except with the consent of the Minister of Health; or
2. That local government officers should not be removable from office except by a resolution passed by not less than two-thirds of the members of the local authority present and voting at a meeting of the authority, the notice of which specifies consideration of the officer's removal as an item of business and subject, in any case, to the approval of the Minister of Health being obtained.

This, Mr. Harrold pointed out, would give to every officer the same protection as was now enjoyed by medical officers of health, plus the added safeguard that a two-thirds majority of the local authority would be required before a resolution could go to the Minister. The N.E.C.

certainly did not agree that the Charter gave adequate protection.

After Torquay had withdrawn its amendment suggesting that clause 15 of the Charter was adequate, Conference approved the Glasgow amendment, thus leaving the matter with the N.E.C. A further amendment by Erith to replace the instruction to "promote" legislation in the motion with the words "investigate the necessity for promoting" was also withdrawn.

WOMEN'S COMMITTEES

"Undesirable and Unnecessary"

Women returned to the limelight with the next motion, moved by L. J. BARRELL, Eastern District, to the effect that "Conference accepts fully the principle of equality and is of the opinion that separate committees for the women's services are undesirable and unnecessary."

For some time, Mr. Barrell said, branches in his district had shown lack of interest in forming women's sub-committees. The women themselves did not want them, preferring to take their rightful place on equal terms with their men colleagues. This feeling, he believed, was general; branches considering that, now women were sitting on branch executives, district committees, and the N.E.C. in their own right, sectionalisation was undesirable and contrary to the interests of the Association.

C. B. HEARN, Eastern District, seconding, suggested that if the motion were left to the vote of the women delegates it would receive unanimous support.

MISS A. M. KIRKPATRICK, Chelmsford, speaking as a former chairman of a women's sub-committee, promptly confirmed this claim, declaring that women officers would prefer to take their stand on equal terms with the men, but Miss M. ANDERSON, West Ham and Metropolitan District, as promptly contradicted it. While agreeing that women wanted to take the fullest responsibility on absolute equality with men, Miss Anderson declared that they had not yet attained that equality. On the contrary, the Charter had driven a wedge between women and men, and, indeed, between women and women.

Until 1939, the proportion of women in NALGO was small and, of those women, many were youngsters in the lower grades, conscious of their inferior position. The women's sub-committees had served a useful purpose in giving them confidence. Speaking as vice-chairman of the Metropolitan district women's committee, she was sure that every member felt that women's committees could eventually be dispensed with; but they were not prepared to commit hara-kiri until the goal had been reached—and it obviously had not yet been reached when there was such a small proportion of women on the N.E.C. and on district and branch committees.

"Doing Good Work To-day"

MISS I. STANSFIELD, North Western, also opposing, felt that women's committees in district and branch were doing good work—in recruiting all women officers into membership; in giving them a clearer understanding of the Association's machinery and aims; in encouraging them to bring to bear a woman's understanding of women's problems and also of men's problems; and in providing considered opinions on the various questions before the N.E.C. The N.E.C. itself would be the last to deny the help it had received from its own women's services committee on the evidence prepared for the much-abused Royal Commission and on the work of the Rushcliffe Committee.

No one could say that women were as yet taking their full share of responsibility in NALGO. All they asked was a little more time; in two or three years they might be able to carry on under their own steam.

MISS N. GREENFIELD, Kent County, disagreed. While appreciating what women's committees had done, she felt that the Association would play a fuller and richer part in the service of the nation if women were on the same basis as men. A separate organisation tended to impoverish and defeat its work. If women were encouraged



Miss I. Stansfield

and given training on the executive committees on which they were now serving, they would bring an entirely new spirit to the Association.

H. A. JONES, Liverpool, opposing the motion, denied that women's committees tended to separatism. They were part of the Association, and in Liverpool had done a wonderful job, particularly in recruiting women members. Suddenly to discontinue them might have a disastrous effect on women's membership.

E. G. EUNTON, Luton, supporting the motion, suggested that the presence of so many women delegates demonstrated that they had now taken their rightful place in the Association.

E. N. WATERS, Hull and District, opposing in the name of both men and women members of his branch, urged that the experience women had gained in the women's committees enabled them to make a fuller and more effective contribution to the general activities of the branch. His branch made full use of the women's committee and referred all appropriate matters to it.

Miss M. TOWNSON, Liverpool, also opposing, claimed that the decision whether or not to set up a women's committee should be left to the branch. The committees had done no harm and much good. They provided an effective training-ground for women, and in big cities with scattered offices, a means of bringing women together and making them NALGO-conscious. Few women today were trade-union conscious, but in Liverpool they were being made to feel that they were members not only of a branch, but of a national association.

H. S. BAILEY, Manchester, said that to accept the motion would be a backward step. The potential women membership was enormous, but other powerful organisations had already enrolled some and would like to get the remainder; if women's committees were abolished they might succeed. Conference should let them finish their job before doing away with them.

In view of the full discussion given to the motion, D. J. W. ROBERTSON, Sedgley, withdrew his branch's amendment calling for discontinuance of all special women's activities within the Association, and Conference thereupon rejected the Eastern district motion.

JOURNAL UNDER FIRE

Yorkshire Seeks a Censorship

So far, all had been cheerful good-humour, with Conference in its happiest mood. But at this stage, having reached the section of the report dealing with LOCAL GOVERNMENT SERVICE, E. C. R. CHINN, Yorkshire District, exploded a jumping-cracker which several previous speakers had tried to ignite by opening a lively attack on the pre-Conference editorial in the May LOCAL GOVERNMENT SERVICE. Under the heading "Bleak Prospect for Brighton," he recalled, that article, printed on the front page of the journal, had referred to "needless motions," and had said:

"In five weeks' time, some 1,500 members of NALGO from every part of England, Scotland, and Wales, will journey to Brighton for the Association's annual Conference. Each will stay in Brighton for the best part of a week. The cost of their visit, in rail fares and hotel expenses, cannot average less than £10 per head. Add to that other Conference expenses, and you get a nice little bill for little short of £16,000.

"For what? To decide whether the mover of a motion may speak for 10 or 15 minutes. To order the Royal Commission on Equal Pay to get a move on. To consider whether women's committees should be abolished. To discuss a five-day week—at a time when a Labour Government is calling on everybody to work harder than ever. To decide whether a branch or district may or may not say what it likes, when it likes, and how it likes. And more to the same effect. For this, 1,500 men and women will gather from the four corners of the kingdom and give up a week of their time and £16,000 of their money. Would it not be true to say that never will so many have come so far to talk about so little?"

That, Mr. Chinn continued, was published by a paid officer of the Association. In a later paragraph the writer suggested that only eight topics on the agenda were worthwhile, and that, of those, only three were of outstanding importance.

While it was true that a statement appeared in every issue of the Journal that views put forward should not be regarded as expressing the considered policy of the Association; surely, articles on those lines should be reserved to contributors to the correspondence columns or to signed articles. In the view of the majority of the Yorkshire District, the N.E.C. should exercise some supervision over the matter published by the editor.

"Unworthy and Harmful"

The references in the article were in bad taste and a poor expression of thanks to the members of branch and district committees who gave so much of their time voluntarily in an earnest endeavour to submit constructive notices of motion and amendments, and to delegates who gave up their Whitsun vacation to attend the Conference. (Cheers.)

From a public relations standpoint, the article was unworthy and harmful. Within an hour of its distribution in his own branch, he received messages that it was a waste of time and, more important, of members' money, for him to attend Conference. Moreover, many of those who annually obtained leave to go to Conference from chief officers, and through the good offices of sympathetic members of their councils (to whom they usually handed a copy of the magazine as a matter of policy) were left wondering whether they need be away for a whole week; whilst the members of the local authorities who were not so well disposed towards them had been given ammunition with which to oppose future applications. The public, the national and provincial press, and the technical journals, also had access to those pages, and it must be assumed that, if the editor placed so low a value on the agenda, they would not trouble adequately to cover the proceedings.

In future, therefore, Yorkshire asked the N.E.C. to ensure that the matter published in the editorial columns was more suitable, that it recognised that the work of branches, districts, and the N.E.C. itself was voluntarily undertaken at a time when pressure of official work rendered their achievements the more praiseworthy, and that all articles had the two-fold effect of arousing greater interest in local government and of enhancing the prestige of the Association. (Cheers.)

A. WIKLEY, Yorkshire, supporting, said that everyone knew forecasts could go wrong, and it was obvious that on this occasion the editor had gone seriously wrong.

"Backing a Loser"

J. P. PHOENIX, North Western and North Wales, opposing, warned Conference that if it accepted the principle that a committee could edit a paper, it was backing a loser.

"I know," he said, "because I have tried it. If you get one man only who does not see eye to eye with you and who vets your leading article, then your leading article is never any good. It may be safe and it may be respectable—but it has no punch and it is not read; and if you are writing any sort of article, the first thing you want to be sure of is that people will read it. This Conference, judging by the speeches I have heard, has come here saying: 'We have got to justify our existence this time; otherwise our branches will say that what the editor said was right.' So far, the level of speeches has been much higher than in Blackpool or London, and I shall be surprised if the editor does not say you have made the best of some bad material. If he does not, then let us have a crack at him in the corre-

spondence column, but do not let us impose a form of censorship on him by means of a committee." (Cheers.)

E. H. MASON, N.E.C., said that he was sure Conference would not wish to adopt the implied suggestion that the editor should be controlled by a committee, notwithstanding the volume of applause given to it. Speaking from a fairly long experience of the work of the public relations committee, he was certain it would not work if the Association wanted a live journal.

The editor was in the position of an outsider. He was often attacked, but this time he seemed to have attacked first. Members should have gone to him—he had shown that he could give it and he could take it, too. If members would contribute their opinions to LOCAL GOVERNMENT SERVICE—they could be as vitriolic as they liked—the Journal would be read. But Conference should pause before accepting enthusiastically the dictum that there should be rigid control. They wanted a live and readable Journal—and the debate had shown that the May number had been read.

F. T. BUSSEY, Hackney, felt that the question was not that of an editor making a mistake, but of the public relations policy of the Association. The "Municipal Journal" of May 31 had published an article on the Association's annual report, the trend of which was comparable with that of the article in LOCAL GOVERNMENT SERVICE, and which concluded with the inspiring words: "In no sense can it be called a forward-looking document. NALGO is marking time." It was bad public relations to advertise in the national press that NALGO was marking time; many speeches at Conference had demonstrated that that was untrue. The public relations committee should see that its policy conformed with that of other committees of the N.E.C.

"Criticism Best Advertisement"

J. NICHOLS, Staffordshire, speaking as a branch public relations officer who had done some publicity writing, opposed any control over the editor. Experience in his own department—and he thought it was true generally—was that more people read the May journal than read the issues which had nothing glaring on the front page. When the junior typist read that her 10d. a month was sending him to Brighton for a week and that there was a possibility that she was wasting her money, she went through the rest of the journal to see if there was anything else worth reading in it. That was the first time she had done that. (Laughter.)

In his experience, the best way to advertise something was to criticise it. A few months ago, he told Conference, he produced a play in his own town, but before it was staged wrote an anonymous letter to the Press criticising it—although he was producer, author and one of the chief players! But he was also publicity officer, and by criticising it in advance he had made sure of an audience. (Laughter.)

Summing up, the PRESIDENT suggested that this country stood for a free Press. He believed in a free Press, and he also believed in very strong criticism of it. (Cheers.)

With that, the criticism of the May editorial ended. Since no motion had been moved, no vote could be taken. Judging from the volume of applause, however, Conference seemed to be more or less evenly divided on the desirability of a controlled editor.

PRODUCTION CONDEMNED

"Lack of Dignity and Status"

But it was not the end of criticism of the Journal. J. M. NICHOLSON, North Riding, followed with a motion viewing with concern the lack of improvement in the production and general layout of LOCAL GOVERNMENT SERVICE, and instructing the National Executive Council to ensure that the standard of production and composition was equal to that achieved by the journals of other professional societies.

Both the May journal and the President in his address, Mr. Nicholson declared, had suggested that this was a critical period for the local government service, yet apparently the N.E.C. was content for that service to be presented to the world through the medium of a journal lacking in the dignity and status which the Charter was



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Editor Under Fire

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igned to foster. When the National Charter number was issued, headquarters suggested that branches might like extra copies to give to councillors; but the appearance of the present journal was not likely to encourage a county councillor of the North Riding—generally rather conservative—to take much interest in it.

In many branches, the only result of distributing the present journal was that the cleaners had more newspaper to clear away. Certainly the May issue had evoked a lot of interest, but he did not suppose the editor could produce that sort of sale every month.

There were many improvements which could be made—simple things which would not involve more than a visit to the printers. There was a shortage of paper, but there was no bar on the type of layout and the typography. It should be possible to arrange a two-column layout, which would be more easily readable, and to avoid such badly-printed type. Admittedly, that would mean leaving something out—but it was better to attract members to read the journal because it had a colourful cover and a neat and easily-set-up than to cram in every possible detail. The detail could be obtained by interested members from their branches, or by writing to headquarters.

His branch knew that, a year ago, the N.E.C. had announced its plans for improving the journal on conditions allowed; but its criticism was that nothing had been done to improve it in the last year.

G. TODD, North Riding, seconding, emphasised that the branch was not attacking the contents of the journal, but its appearance. If the N.E.C. thought it was as good as it could be, then they could charge 3d. a copy for it and see what would happen!

Not Value for Money

J. B. McCANN, L.C.C. Branch, withdrew his branch's amendment instructing the N.E.C. to make the earliest practicable opportunity to improve the appearance of LOCAL GOVERNMENT SERVICE by the use of better paper and more attractive typography and lay-out, and supported the motion. The trouble with the present journal, thought, was that the editor tried to compress what into a pint pot—an operation which too often ruined the pot and made what might have been an attractive brew as dull as ditchwater.

The N.E.C. would probably reply that the Association could not bear the expense of a better journal—there was a nasty gleam in the eye of a treasurer when he referred to the motion on a previous day! But he was not satisfied that that was a valid answer. The journal cost £7,000 last year, and he questioned whether members were getting value for their money. At present, compared unfavourably with many branch magazines, and branches had to prune their costs very bit as ruthlessly as the parent Association. Might well pay to use better paper and reduce contents. Was a joke paper really needed at the present time? (Cries of "Yes!")

C. E. TIFFEN, London and Home Counties Joint Electricity Authority, asked whether there was a professional journalist on the staff of the journal. If there was, he was evidently not a very good one, and it was time he handed in his union tickets and became a committee clerk. Other district journals employed a competent staff of journalists. Policy was laid down by the organisation and the editor conformed to it, but if he had had proper professional training—something which NALGO stressed in other directions—there would be no need to consult a committee on lay-out; he got on with the job in the way in which he had been taught to do it. If the existing editorial staff could not produce something better, it was time there was a change.

A. F. HUTT, North Western and North Wales district, said that he was one of those who, 5 years ago, were chosen from the whole membership of the Association to re-organise LOCAL GOVERNMENT SERVICE. In those days it was in a deplorable state, but he had not heard anybody say what an improvement had been made. In the absence of the editor, who had been criticised publicly and was not allowed to speak in his own defence at Conference, he wanted to remind delegates what it used to be like and to suggest that there had been an enormous improvement.

There was a competent journalist in charge of the journal, and that competent journalist was also the Association's competent public relations officer. He had, today, a total staff of one man who had just returned from the Forces.



D. J. PARRY, M.A. B.Sc. (right), NALGO's new President, receiving the first congratulatory handshake from F. H. HARROD the retiring President, after his induction. Mr. Parry was appointed clerk of the Glamorgan County Council in 1943 after eight years as its deputy clerk and ten as its solicitor. He was elected to the N.E.C. in 1932, became honorary solicitor for Wales the following year, and has sat on nearly every Committee and Sub-Committee of the Council.

LOCAL GOVERNMENT SERVICE was much better than it used to be. It might not yet be as good as delegates wanted it to be, but it should be remembered that the present editor, Mr. Spoor, was the man who had made that improvement.

E. H. MASON, N.E.C., replying to the debate, said the N.E.C. deplored a personal attack on a member of the staff who was not able to defend himself. They resented that in their own authorities, and resented it in a NALGO Conference. (Hear, hear!)

The critics failed to realise present difficulties. Today, LOCAL GOVERNMENT SERVICE had a circulation of 145,000 copies a month—many times that of the journal of any other professional society in the service, and probably greater than that of any other professional society in the country. To provide that circulation, it was restricted by paper rationing to 28.5 per cent of the paper used in 1939, when the circulation was just over 100,000 copies a month. Had the journal maintained the pre-war quality of paper and the pre-war standard of layout, members would now be getting a journal of only ten pages, with 5,500 words of editorial matter. In fact, they were getting a 20-page journal, containing an average of 28,000 words—only 1,000 words fewer than were contained in the 44 to 48-page journals of 1939. That had been achieved by using thinner paper, smaller type, fewer advertisements, and drastic condensation of headlines and lay-out. But the N.E.C. felt that, in present circumstances, members wanted information rather than glossy paper, imposing headlines, and lavish make-up.

Cost of a Penny a Copy

He did not agree that the typography was bad. The whole of the text-matter was printed in "Times New Roman," a face specially designed for "The Times" before the war, and considered by printing experts to be the best yet produced for rotary printing—and the journal had to be printed on a rotary press, because of its big circulation. It was unfair to compare LOCAL GOVERNMENT SERVICE with the magazines of other progressive societies, which had a much smaller circulation and could be printed by slower presses, allowing the use of glossier paper and giving a better impression. The true comparison was with a newspaper, printed in the same way—and he suggested that, in quality and appearance, LOCAL GOVERNMENT SERVICE could stand comparison with any newspaper in the country today.

The net cost of LOCAL GOVERNMENT SERVICE last year worked out at 1.04d. a copy; whereas the cost of the other professional journals with which it had been compared ranged from 6d. to 3s. 6d. a copy. In these circumstances, he suggested that members were getting excellent

value for their money, and the best journal that could be produced in the present difficult circumstances. The N.E.C. wanted to make the journal still better. They believed that they had the best possible man as editor, and would do all they could to improve the journal within the limitations of paper restrictions and what the Association could afford. But the implications of the motion were unfair, and he urged Conference, which was never unfair, to reject it and leave it to the N.E.C. to do all they could.

Before the vote was taken, Mr. NICHOLSON, mover of the motion, rose amid applause to assure Conference that it was not intended by his branch to criticise a paid officer of the Association; they would never attack a man who could not answer back.

On a show of hands, the President declared the motion lost, but delegates called for a count. This was taken, and showed that the motion had been rejected by 635 votes to 477.

B. & O. Fund Holiday Grants

Returning to the annual report, E. J. JOHNSTON, Glasgow, asked why the Benevolent Fund committee had given no guidance to districts and branches on the scale of grants to be made to beneficiaries of its admirable holiday scheme. The Scottish district had recommended £8 weekly for adults, but other districts had recommended as much as £10, £15, and £20.

Replying, R. T. SHEARS, B. & O. Committee Chairman, said that, since circumstances of individuals varied so greatly, the committee had thought it best to leave it to each district to submit its recommendations.

This concluded consideration of the annual report, which was formally adopted. Thereupon F. N. NUNN, Portsmouth, came to the microphone to move the customary vote of thanks to the honorary officers and the members of the N.E.C. for their good work during the year.

Conference, said Mr. Nunn, had criticised the report, but had accepted it because it was a good one.

It would be agreed, he felt, that paragraph 39 alone, dealing with the Charter, made a commendable report. Beyond that great achievement, the N.E.C. had shown foresight and initiative, particularly in widening the eligibility for membership. Instead of waiting for the crash to come, it had planned ahead. Another valuable enterprise was the public relations policy, which was helping to make the Charter more acceptable to local authorities and to the public as a whole.

The vote of thanks was carried with acclamation, and E. L. RILEY, replying, hoped that next year the N.E.C. would merit the thanks so warmly expressed. In this happy atmosphere, Conference adjourned, with affiliation to the T.U.C. as the first item before it on Thursday morning.



"The first argument for affiliation to the T.U.C. is the simple idea of adding strength to strength."—M. MORGAN, South Wales.

"My councillors look down their noses at NALGO—because it lacks the guts to join the T.U.C."—G. PARKHURST, Islington.

"In my town, NALGO is regarded by other unions with open suspicion—an obstacle to efficiency."—N. McLEAN, Glasgow.

"Where can we better offer our advice than in the T.U.C.—the Parliament of the trade union world?"—R. D. WHITLAM, Bermondsey.

It was with decks stripped for action that Conference assembled next morning for what was to prove the fullest and best engagement yet in this seemingly perennial contest. M. MORGAN, South Wales and Monmouthshire District, delivered the first broadside for the affiliationists in what was undoubtedly one of the ablest speeches ever heard in a NALGO Conference—well prepared, delivered with force, conviction, and seriousness, and retaining such full command both of his argument and of Conference that delegates shouted down the red lamp and begged for more, giving him not ten but thirty minutes.

Moving the composite motion in the names of his district and of the Halifax and Leicester branches, calling for immediate affiliation to the T.U.C., Mr. Morgan recalled the long history of the campaign—beginning in 1936, when a delegate from his branch secured a handful of votes; revived in a great debate in LOCAL GOVERNMENT SERVICE in 1942-3; raised at Conference but deferred in 1943; and raised again last year, when the affiliationists suffered a landslide largely, he thought, because delegates were overawed by the pending general election.

Now, for the first time since 1936, delegates were invited to make a straight decision, and he asked them not to defer it again.

What were the arguments against? First, that the local government officer, being a sort of civil servant, had no right to link himself with other organised workers, but must keep aloof from politics. That was false, because the local government officer was not yet, thank God, a civil servant. Last July gave a mandate for the repeal of the Trades Disputes Act, as a result of which the Civil Service Clerical Association had decided to affiliate by an over-whelming vote.

Secondly, it was whispered that affiliation would endanger the loyalty of members. That was a "damned insult" to members. (Cheers.)

Our Debt to Pioneers

Then there was the feeling on both platform and floor that it might be *infra dig* to associate with miners, engineers, railwaymen, and so on. (Cries of "No.") He was glad to hear delegates deny it, because the Arbitration Tribunals on which they had relied in the famous Bolton case and for the Charter were mainly due to the T.U.C. They owed a debt of gratitude to the unions which had done so much. From pioneers in industry much of their strength had come.

Neither he nor his friends had ever claimed affiliation as an alternative to Whitleyism. Why should that have been suggested? The Civil Service Clerical Association was bound to Whitleyism, yet it had decided to affiliate—possibly because they thought it would give them added strength at the Whitley conference table.

In case delegates doubted that, he would read an extract from a morning paper:

"The T.U.C. is a responsible body with a great record. When the future of Britain was at its darkest, it accepted great burdens and sustained them. Its voice should be heard now." (Cries of "What paper?")

No, said Mr. Morgan, that had not appeared in the "Daily Herald," nor even the "Daily Worker," but was from the "Daily Express." (Loud laughter.)

Fundamental Trade Unionism

What were the arguments in favour of affiliation? First, he asserted, was the simple idea of adding strength to strength. NALGO existed that one united voice should be heard. That was what made it so great and powerful today. This principle, extended, made the T.U.C. stronger than any one of its component unions. Affiliation was only carrying on the fundamental rights and principles of trade unions which had made NALGO what it was.

Furthermore, NALGO had something to give to the T.U.C. It had certain rights to enforce the Charter. But they all knew that when bodies such as the National Joint Industrial Council and the Council for Non-Trading Services informed local councils that a penny or twopence an hour had been added to the wages of outside workers, they rarely found any council objecting. (Cheers.)

The cost of living was going up, and it affected members of NALGO as well as miners, engineers and blacksmiths. Local government officers were the employees of others, and if those others were not prospering, then officers could not enjoy a privileged position.

Their fundamental aims and interests were identical with those of their fellow trade unionists. They wanted a rising standard of living at home with security abroad—basic principles for which the T.U.C. stood.

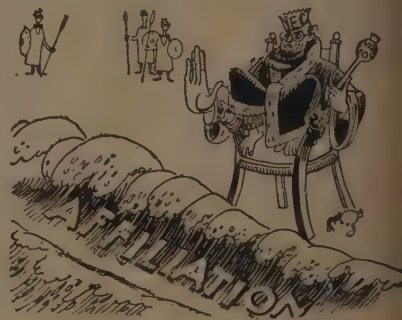
Their interests might not be the same in other respects. He doubted that there were two unions in the T.U.C. with identical aims. But their basic interests were the same. The decision did not depend on a narrow calculation of profit and loss. It was a two-way process. NALGO would support the T.U.C. more effectively from the inside than from the outside. (Cheers.) The opposition's policy was one of isolationism, which he thought history had killed stone dead.

The President had referred to the new prospects opening out to the Association by enlarging the bounds of membership. But one of the things needed to recruit those members was affiliation to the T.U.C. The clerk in the public utility undertaking knew the strength of the T.U.C. NALGO's isolationism was a hindrance in recruiting him.

The Charter marked a great stage in the Association's history. But, as the President had reminded them, it was not the end of the road; the path of progress lay ahead.

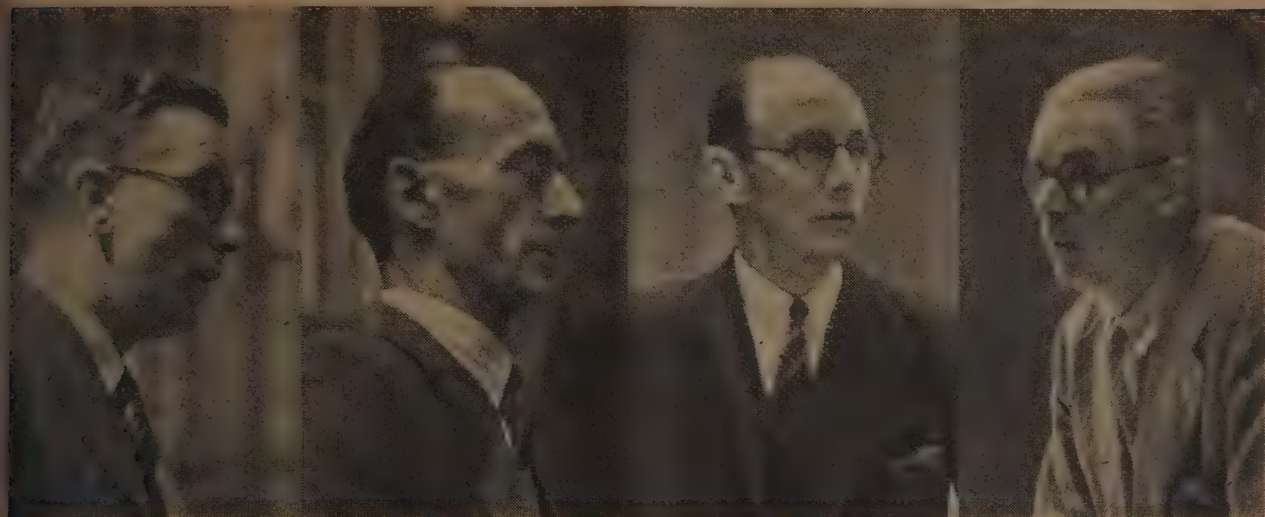
There had never been greater feeling in the rank and file for affiliation, and he invited the N.E.C. to take another referendum and test it again. He was prepared to abide by the result. They must not hold back the tide of progress. Affiliation had to come, so let them do it now with good grace. (Prolonged cheers.)

J. FLANAGAN, Halifax, seconding, confessed to feeling "rather like a prospective Liberal candidate following Lloyd George." (Laughter.) Whitleyism, he maintained, was nothing new. Long before Whitleyism there were national conciliation boards achieved by the trades union and the T.U.C. NALGO was experiencing growing pains, and Mr. Riley had been left to act as foster mother to the baby. It was going to need vitamins and, although Whitleyism was good, affiliation was better and would make the foster mother's work much easier. He sympathised with Mr. Riley in having to compete against T.U.C. unions which had an "Open Sesame" to negotiations.



"We must not hold back the tide of progress."

In Halifax, for example, they had had a case of a man who was undoubtedly an officer, who had been admitted to the Association, but who had been classified as a servant. The branch had repeatedly, through NALGO, applied for his recognition as an officer, but the committee concerned would not even receive the district officer. Finally, they decided to play the committee at its own game, and told the man to accept the designation of servant—and demand all the overtime owing to him for many years. (Laughter.) The man told the Transport and



"If we must rely on boilermakers and shipbuilders to present our case, we haven't got a case."—J. P. IOENIX, North Western.

"Unity is strength, but strength derived from moral conviction is greater than strength derived from bulk."—H. C. HAMPTON, Acton.

"We have a hand in shaping policy and that policy must not be looked upon as being tinged by politics."—W. O. DODD, N.E.C.

"When wages and service conditions have been taken out of politics, I will support affiliation."—C. J. NEWMAN, N.E.C.

General Workers' Union (who were affiliated the T.U.C.), went back to the committee—I was promptly classified as an officer. (laughter.) What better argument could be given affiliation?

First shot for the anti-affiliationists came from C. HAMPTON, Acton, who welcomed the fight, and asked delegates to sink the notion, so that it would not appear on the agenda a long time. Mr. Hampton agreed that there was a case for allegiance with other trade unions, but that allegiance had already been secured by NALGO's full co-operation with the T.U.C. Advisory Committee on Local Government, to which there was a long reference in the annual report. And NALGO members voted another allegiance—to the public they served. Although South Wales had said that they were not like civil servants, they were local administrators in the same way that civil servants are national administrators. There was a conflict of loyalties in the two allegiances, but there was no doubt which should take precedence—their duty to the public.

T.U.C. Party Link Admitted

The two loyalties conflicted because of the political issue involved. It was not denied that the T.U.C. was associated in the public mind with one political party.

He had read all the debates in Parliament on the Trades Disputes Act to see whether there was any case being made out for affiliation by the civil service unions to the T.U.C. He found no case whatever; all that was said was that the unions ought to be free to affiliate.

NALGO was free to affiliate, and delegates could exercise their freedom by rejecting the motion, not by a seven to four majority, as they did last year, but by ten to one.

They had been told that unity was strength, but strength derived from moral conviction was greater than strength derived from bulk and expediency.

W. STROTHER, N.E.C., supporting the opposition, laid special emphasis on the Association's contacts with successive Governments, the relations between branches and local authorities, and relations with the public. It had been suggested that the time was ripe to affiliate because there was a Labour Government in power. In his view, that circumstance made it solely the wrong time, because if they sought to affiliate now they would be suspected of seeking to curry favour with the political party in power at the moment. (Cheers.)

The general council of the T.U.C. was one of four constituent bodies of the National Council of Labour, which was the political expression of the Labour movement in the country; therefore, any suggestion that affiliation would not be a

political alliance was absurd. Such an alliance would be a fatal turning point in NALGO's history. It would affect relations with the Government, with local authorities, and with the public, and would invest the Association with a distinct political significance. Had NALGO affiliated twelve years ago, it would have been involved in industrial, social, and economic problems which were not, could not, and must not be its concern. It would have had to appoint delegates to go to Congress and discuss political matters, and districts and branches would have had to discuss them too, to direct their delegates.

"Would Not Solve Wage Problems"

Affiliation had not solved the wage problems of the manual worker. How, then, could it solve those of the local government officer? It was not the function of the T.U.C. to negotiate salaries and service conditions; so how could it help Whitleyism? The Association was doing its work as effectively as, if not better than, the affiliated unions. Who had secured compulsory superannuation?—NALGO! Which was the only union that showed the slightest disposition to take the Bolton case to the House of Lords notwithstanding its previous defeat—and won it?—NALGO! Who had obtained a reconstitution of the National Whitley Council and a National Charter?—Again, NALGO!

Affiliation would limit their activities, delay vital decisions, effect a considerable loss in identity, and stultify their special technique of trade union procedure.

H. W. FOOTE, Neston, opposing, suggested that affiliation would be tantamount to the recognition by NALGO of one political party, notwithstanding the fact that a fundamental basis of public service of the country was political neutrality. That service commanded admiration and respect of all shades of political colour in Britain and throughout the world, serving with unswerving loyalty and unquestioning obedience the party put into power by the electorate. It was thus that the service could continue to deserve the confidence of the people.

NALGO had established a tradition for securing better conditions by discussion and negotiation. That tradition was not one to be set aside in favour of coercion and the application of sanctions.

E. THOMPSON, Leicester, recalled that the ballot taken in 1942 had shown a large proportion of members in favour of affiliation. But the N.E.C. had pleaded for time to consider, and Conference, not realising its strength, had tamely given way.

Three years had passed since the members gave that clear mandate. Was Conference still afraid of the power it was called upon to wield? Truth must triumph: the world was changing, and they had to keep one step in front, to avoid a repetition of 1939.

R. D. WHITLAM, Bermondsey, recalling the questions, asked in the May journal: "Are we content to remain straws in the wind of progress, allowing it to blow us where it listeth? Have we no opinions to voice, no advice to offer, no concern to express, about the future of the health services, of education, of housing, or of the administrative system to which our lives are devoted?" asked where that concern could be better expressed, or that advice offered, than in the T.U.C., representing six million workers. NALGO had a right to take its place in the parliament of the trade unions. Was it not a fact that the T.U.C. had been considered second to none in importance in expressing the country's opinion to Parliament, irrespective of its complexion?

The repeal of the Trades Disputes Act would, in the absence of affiliation, confront thousands of members with divided loyalties, since many local authorities would employ only officers possessing a trade union ticket backed by the T.U.C. (Cheers.)

"Majority Would Benefit"

F. W. HUMPHRIES, Manchester, told Conference that Manchester branch had instructed its delegates to go "all out" for affiliation because it believed it was inevitable. Any future Government, of whatever party, would have to take the T.U.C. into its confidence in matters affecting the lives and welfare of the people.

Was not NALGO's attitude in remaining outside the T.U.C. strictly comparable with that of the Birmingham branch, which had at last seen the light?

The Association might lose some members through affiliation. Some were lost when it became a certified trade union, but they came scrambling back when they found that the Building Society was prepared to offer an extra 1 per cent interest to members. (Laughter.) Need such members be considered? NALGO's policy must be the greatest good for the greatest number; and the majority would benefit by affiliation.

In their fight for members who might be affected by the Health Services Bill, the National Security Bill, and the great schemes of nationalisation which, they had been assured, would be accomplished within the life of the present Parliament, they were most likely to ensure success by securing the backing of many thousands of fellow trade unionists represented on the T.U.C. (Cheers.)

C. J. NEWMAN, N.E.C., followed with a powerful salvo in opposition. NALGO, he declared, was unique, not only in this country, but in the world, because it was the only trade craft union embracing



H. W. Foote

ing in its membership all ranks from top to bottom. That meant that a large section of the membership—not only chief officers, deputies, and assistants, but those in the new A.P.T. grades—which, if they did not now, would soon, he hoped, stand for "Advanced Political Thinkers"—had a hand in shaping and framing the policy of their local authorities. It meant, further, that in the advice they tendered to local authorities their position must be completely independent and neutral.

Affiliation to the T.U.C. would mean that, in their official capacity, they would be affiliated to a body that had definite political views. In their private capacities, members were entitled to belong to whatever organisation they chose, but not in their official capacity.

He welcomed the repeal of the Trades Disputes Act because he thought it was a gross piece of political persecution, but it still gave the liberty, which they all claimed as British people, to choose whether or not to affiliate and it still remained for them to choose wisely.

Mr. Newman went on to make the interesting suggestion that, before long, trade union matters would be taken right out of politics. Problems of wages and service conditions should never be political matters, and he did not think they would remain so, after our present political democracy had been succeeded by the social and economic democracy towards which it was leading. When that day came, he would support affiliation, since it would involve no conflict of loyalties.

Principle or Expediency?

But affiliation now would create difficulties for many officers. Did they want the American system, under which the spoils of office went to supporters of the victorious party? It was impossible to have it both ways—to be neutral and at the same time to have a political leaning through their membership of NALGO.

A year ago, Conference had rejected affiliation by a majority of nearly two to one. What was the difference now?—simply that the Labour Party was the Government of the country. A vote for affiliation now, therefore, would imply that NALGO was prepared to sacrifice principle for expediency. "Don't let us scuttle under the umbrella," Mr. Newman concluded. "Let us keep our self-respect." (Cheers.)

H. CHARLTON, North Western and North Wales, opposing, scored a direct hit on the "illusion" that the protracted litigation in the Bolton case (he was secretary of the Bolton branch) would have been avoided or even not experienced had NALGO been affiliated to the T.U.C. In Bolton, as everywhere else, he reminded delegates, the corporation employed more servants—members of affiliated unions—than officers. Any one of the unions representing those servants could have taken the initiative which NALGO took, but they did not. (Cheers.) Although the branch was given some support in the early stages by teachers and police, it was not long before NALGO was left to carry on the fight alone, and when victory was won he received letters from some of the affiliated unions expressing appreciation of what the Association had achieved

GEORGE PARKHURST, Islington, staunchly supporting the motion, asked members why, if they belonged to a trade union, they did not join the trade union of trade unions? Was it because they were too respectable? (Cries of "No!") Did they think they could live in a vacuum? (Laughter.) His borough was totally Labour and the councillors looked down their noses when NALGO was mentioned—because they considered that it had not the guts to join the T.U.C. (Cries of "No!")

"The borough councils have their own trade union," Mr. Parkhurst concluded—"the Association of Municipal Corporations. They are now getting together. For our benefit? (Laughter.) If it is good enough for the employers to get together, we must do the same. How else are we going to bargain with our 150,000 members or our hypothetical quarter of a million? You've got to take your shirt off and fight it with both hands!" (Laughter and cheers.)

"Must be Impartial"

R. G. RIDDELL, Wandsworth, opposing, urged that the public had a right to expect strict impartiality from local government officers. Impartiality in local government was a bulwark of this country and Conference should jealously guard it.

W. O. DODD, N.E.C., said that Conference had heard a lot about babies: how the infant NALGO had been reared by HORACE BAKER 30 years ago, and how "Old Mother Riley"



"Old Mother Riley had become a foster mother."

had become a foster mother. Now, as a lawyer, he warned them that, under an affiliation order, they would have to pay for the child until it was sixteen. (Laughter.)

For ten years the affiliationists had claimed that affiliation was not a political issue. Now, at last, they had come into the open and admitted that it was. How far that change of mind had been influenced by the election last year, or by a paragraph in the "Daily Herald" in which the chairman of the T.U.C. was reported as saying that the course of political events since the Labour Party was created reinforced the alliance of the trades unions with the Labour Party, he left Conference to judge.

Local government officers had always claimed to carry out the decisions of their local authorities without care for political creed, religious bias, or personal opinion, and that they must continue to do. But they did more than that: they shaped policy! (Cries of "No!")

"Don't kid yourselves," retorted Mr. Dodd. "You know you do. Every local government officer, directly or indirectly, shapes the policies of his local authority." Reports are presented, facts are assimilated, schemes are prepared—not by the councillors, not by the public, but by you. And you don't want those reports and schemes which you produce to be looked upon by your councils as being tinged, even slightly, by political influence." (Cheers.)

Policy-Shapers Must be Above Party

They were not civil servants—whom he had heard defined as people who were not civil and not servants. (Laughter.) Local government officers were in direct contact with the public every day. Nor was it true that the civil servants had decided to affiliate to the T.U.C. The higher grades in the civil service—the people who, like local government officers, had a hand in shaping

policy, were opposed to affiliation because, thank God, they held to the principle that they must be above party and above party influence. (Cheers.)

A long time ago, the T.U.C. set up an Advisory Committee on local government. If NALGO affiliated, it would get two seats on that committee—the T.U.C. would not change its policy simply because 150,000 local government officers came in. But today, without affiliation, NALGO had eight seats on that committee—maybe out of a vacuum. (Laughter)—but it was eight, and the T.U.C. welcomed its co-operation.

Finally, it was said that the T.U.C. would give strength to NALGO. He did not want strength from a political association. (Hear, hear.) What NALGO wanted above all was unity—not with the T.U.C., but within its own ranks. The debate had shown that on affiliation there was disunity. They were united on every other issue: therefore let them drop affiliation once and for all, stick to their task, and go forward with one voice. (Cheers.)

Unions' Open Suspicious

N. McLEAN, Glasgow, said his branch was man-mous in its desire to affiliate, not as a political issue, but as one of a practical and immediate urgency.

In Glasgow, with its long history of trade union struggles and a Labour council, for thirteen years, NALGO was regarded by other unions with open suspicion. That was a serious obstacle to efficiency. NALGO was the largest and most important union in the city not allied in some way to the organised trade union movement. Even such revolutionary sections as bank clerks' teachers, and civil servants were all associated in some way. If NALGO were to affiliate, Glasgow branch would obtain three things—a local joint committee on which it would have the predominant voice; the recruitment of most if not of all, officers of public undertakings, and, within two or three years, the sole representation of local government officers in Glasgow. (Cheers.)

J. P. PHOENIX, North Western district, suggested that the very sincerity of the mover of the motion had given his case away, by leading him to admit the political angle. Mr. Morgan had argued that the country was faced with a rising cost of living and that NALGO must affiliate, presumably, to help check that rise. But was not that a day-to-day expression of political activity?

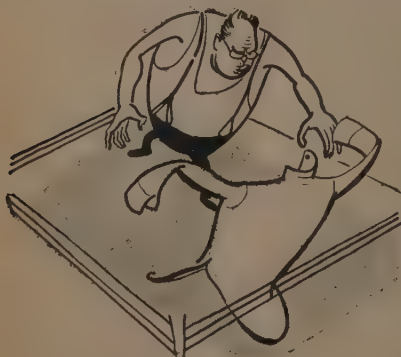
Local government officers were the custodian of an administrative trusteeship: therefore they must not only be impartial, but must manifestly appear to be impartial. They were in daily contact with people who were poor, ignorant and ill. Should the slightest suspicion of their partiality arise, they would be selling much to gain little. And what little could they gain? Bargaining power was not counted in numbers alone. There were such things as effort, personality, skill and, above all, justice. If they were to rely on boiler-makers and shipbuilders to present their case; it would mean that they had not got a case. The local government officer must be able to present his own case. (Cheers.)

Anti-Affiliationists Living in Past

P. P. ROSENFELD, Fulham, argued that the opponents of affiliation were living in the past. Affiliation would not commit them to official support of any political view. In the T.U.C. they would be speaking as members of NALGO, not as town clerks, treasurers, and so forth.

NALGO today was standing on the shoulder of the trade union movement. It was the trades unions, who had fought, 100 years ago, for the right to organise, without which there would be no NALGO. The Bolton judgment would never have been obtained without procedure established by the strength of organised trade unionism. (Cheers.) The N.E.C. wanted the best of both worlds—to use the T.U.C. but without affiliation to it. It should either affiliate or have nothing to do with it.

At this point, although several other speakers were waiting at the microphone, Conference (which, contrary to some Press reports, had heard the debate with rapt attention and without a murmur of disorder), showed that it had heard enough and wished to take a vote. To enable this to be done without further delay, S. JOHNSON, Finsbury, withdrew his branch's amendment calling for immediate affiliation "subject to



"Take off your shirt and fight it with both hands."

for their members as well. (Cheers.) That experience demonstrated the need to keep NALGO as a strong, independent organisation. (Cheers.)

Affiliation Rejected Again : "Abolish Medical Examinations" Plea 139

gements being made to 'contract out' of political levy." But before the vote, Mr. Morgan claimed the right of reply.

had, he felt, been an admirable debate, ing most of the important points. Mr. nan had concentrated on the fundamental —whether affiliation would influence the act by local government officers of the o-day duties with which they were entrusted.



"We must manifestly appear to be impartial."

Mr. Newman had destroyed his own case revealing that he held political views himself. tever those views were, Mr. Morgan was sure did not influence in any way his conduct e affairs of his authority: the question simply not arise—why then should it arise if LGO affiliated to the T.U.C.?

nsbury had wisely withdrawn its amendment, h was irrelevant, since no political affiliation ld involve a political levy.

ALGO, Mr. Morgan concluded, had moved t strength to strength, becoming first a union, a certified union. Now they should take the step and become an affiliated union. He d that delegates would vote for the motion accept the result with good grace; whatever decision, he and his friends would loyally d by it and strive to maintain the unity great Association. (Cheers.)

n a show of hands, Conference rejected the ion to affiliate by 736 votes to 418. A card was demanded, and this, declared amid rs and counter cheers, showed 56,250 against motion and 43,742 in favour—compared with 85 against and 38,375 for in 1945.

TRANSFER OF FUNCTIONS 'Grasping' Central Departments

fter a brief respite allowed by the taking of card vote, Conference turned to a subject less, and possibly much more, important T.U.C. affiliation, but which gave less scope oratory since delegates were united upon it. was Hertfordshire's motion viewing with ern "the continual grasping by Government arments of functions which are of a local racter and which, in the national interest, and should be carried out by local democically elected authorities subject to and in the framework of any national policy ch Parliament may lay down," and calling on N.E.C. to "consider the problem and take y possible action to secure the continuance xpan of the traditional effective democ local government."

Moving it, E. E. ASHMAN, Hertfordshire, said the reasons given for the piece-meal transfer ocal functions to central Government were lency, uniformity, and financial equality. were fallacious. Local government services e more efficient than central services because r officials had more responsibility, were less y red tape, were able to obtain instructions e speedily, and, with their authorities, were e responsive to public need and opinion. d-level uniformity was neither practicable nor ble—but local government could be given as n uniformity as was necessary by general rment instructions. Similarly, carefully ulated Government grants would iron out ncial inequalities without any need for

centralisation of functions. Moreover, there was a real danger that reduction in the powers of local authorities would deter men of ability from entering local government, either as councillors or as officers, with consequent progressive decay in the machine, to the national detriment.

Both Mr. Ashman and his second, C. B. HEARN, Eastern District, accepted the Stepney amendment deleting the more aggressive phrase "continual grasping by Government departments," and thus amending the first portion of the motion to an expression of opinion that local functions should remain local.

Moving this, M. PLISKIN, Stepney, agreed with Hertfordshire in viewing with concern the growing tendency of government departments to take away from local authorities some of the duties which could properly be administered by them. Such duties were, in the main, matters which concerned people living in the locality, in the performance of which the personal touch of local administration was better than the touch of some "back-room boy" in Whitehall.

For the N.E.C., R. MCGILL invited Conference to support the amendment. In support, he would read two quotations:

"The case for a strong system of local government is clear... We cannot realise the full benefit of democratic government unless we begin by the admission that all problems are not central problems and that the results of problems not central in their incidence require decision at the place and by the persons where and by whom the incidence is most deeply felt..."

"Unless the resumption of active power by local authorities is made possible, the central authority will not merely stifle all local initiative, but destroy also that well-spring of local knowledge and local interests without which it cannot possibly exercise its functions."

He expected that the Government would support the policy set out in the amendment since the above quotations came from none other than Mr. Harold Laski. (Laughter.)

Conference agreed, approving the Stepney amendment and rejecting a further amendment by West Cornwall which would have extended the protest to the transfer of functions from district to county councils.

MEDICAL TEST FOR NEW JOB "Wasteful Bar to Promotion"

Next, Conference turned to Westmorland's motion urging the N.E.C. through the National Whitley Council to secure that an officer, once accepted as a contributor to a superannuation scheme and having no break of service, shall not, on appointment to a new office in his own, or in any other, authority be subject to a further medical examination.

Moving this, T. ASPINALL claimed that the medical examination as a condition for every appointment was unnecessary and imposed a wasteful bar to the promotion and transfer of those officers who, having entered the service fit and well, subsequently developed some health defect which, while not affecting their work, prevented them passing the examination for another post. Would Mr. Churchill or President Roosevelt, he wondered, have obtained their high positions had those positions been made subject to a medical examination? The original purpose of the examination—to safeguard the solvency of the superannuation fund—had long since lost its relevancy, and the 1937 Superannuation Act did not demand a medical examination at all. The National Whitley Council had realised that some easing of the situation was necessary, and had recommended the admission to the service of disabled ex-Servicemen and non-infectious tubercular officers. Moreover, the Disabled Persons (Employment) Act, 1944, now required local authorities to employ two per cent of disabled persons, who could not be excluded on medical grounds.

E. E. ASHMAN, Hertfordshire, supporting, suggested that the difficulty had arisen simply because the Superannuation Act revolved around ancient law.

E. WOOLDRIDGE, Hemel Hempstead, agreed that the medical examination was futile. Its purpose, apparently, was to safeguard superannuation funds by excluding bad lives; but, in fact, the man who died in the service benefited the fund, since it had to pay out merely the man's own contributions and retained local authority contributions. The man who was the biggest

drag on the fund was the healthy one, who retired on a two-thirds pension at 60 and lived to be 100!

The most frequent causes of ill-health were nerves or mental disorders, but no doctor attempted to assess a man's liability to break down from those causes. If it became necessary to decide whether an officer was likely to have a nervous breakdown, they would have to examine, not the officer himself, but his chief officer to see if he was suitable to have staff. (Laughter.) At present, the medical examination wasted the doctor's time and the council's money.

P. BAKER, Salford, moved an amendment directing the N.E.C. to take the action which the motion merely recommended it to do, and making it clear that what was intended was that, once an officer had been admitted to the superannuation scheme, with or without medical examination, he should not be subjected to any examination on a change of post.

F. BAINBRIDGE, N.E.C., asked Conference to support the amendment. This Conference did and, unanimity thus happily restored, adjourned for lunch.

The final session opened with fourteen more items on the agenda, thus effectively dashing the hopes of those optimistic delegates who had looked to an afternoon at Brighton races. Not-



"Examine the chief officer to see if he is suitable to have staff."

withstanding this rival attraction, and the enticing gleams of sunshine penetrating the roof of the Dome, a full assembly gathered to hear J. R. RIDING, Metropolitan district, tell Conference why he thought it should support the Metropolitan district committee's plans for remodelling London local government. This he did in an able and clear exposition of the plan, in the authorship of which, he modestly confessed, he had been one of the "back-room boys."

N.E.C. ACCUSED Charge of "Breach of Faith"

Outlining the history of the plan, Mr. Riding said that a year ago, after the Government had appointed a committee of inquiry into London government, the Metropolitan district felt that it ought to submit evidence. Before doing so, however, it asked the N.E.C. if it would consider any evidence prepared, so that the committee would know in advance that it was not wasting its time. The N.E.C. received the suggestion favourably—so favourably that it appointed a very strong sub-committee, consisting of the president and vice-president and the chairmen and vice-chairmen of the Council and of its service conditions, law and parliamentary, and public relations committees, to consider the evidence, and agreed, if necessary, to call a special meeting of the Council to receive that sub-committee's report. From that, the district committee concluded that the N.E.C. was willing to receive evidence and to consider it on its merits, and therefore set to work preparing the evidence. The scheme produced was approved by an overwhelming majority of the Metropolitan District Committee, and then went, in December, to the N.E.C. sub-committee. At that meeting, he and J. W. EDMONDS, representing the district committee, answered questions on the plan, but were offered no criticism of it, nor any indication that other representations were being considered.

They came away from the meeting confident that the N.E.C. committee would consider their

Metropolitan Plan to Reform London Government Rejected

plan on its merits. Imagine their surprise, therefore, when they learned that the sub-committee had reported to the N.E.C. that "having carefully considered the report from the Metropolitan district committee, together with communications from the L.C.C. staff Association, the L.C.C. branch of NALGO, and the honorary solicitor for England... this special committee is of the opinion that it would not be in the best interests of NALGO for the N.E.C. or the district committee concerned to give evidence before the Committee of Inquiry on London Government."

That, Mr. Riding affirmed, was a complete turn-about-face of the original decision and led the district committee to consider that the N.E.C. had broken faith with it. For months the district had believed that the N.E.C. agreed with the policy of putting forward evidence. Now, the district committee was satisfied that the N.E.C. had not considered the merits or demerits of the scheme at all, and it considered that its action in accepting representations from an organisation outside NALGO on a purely domestic matter was improper.

"Rusty as the Village Pump"

The L.C.C. staff association and the L.C.C. branch objected to the original proposals primarily because they suggested transferring education to the Metropolitan borough councils. But, to secure unanimity in the district committee, that suggestion had now been dropped, and there thus remained only the objections of the honorary solicitor for England. The district committee had never been told what those objections were. In any event, he could not understand why the opinion of the honorary solicitor for England should be considered more important than that expressed by 23,000 members in the district. London wanted the scheme, and Conference should consider whether it would do credit to NALGO and whether it was sound policy to put it forward.

Coming to the meat of his case, Mr. Riding explained that London government had remained static since 1899. There had been no serious attempt to remedy the many defects, obvious to anybody who had served for any length of time in the London area. The Metropolitan borough councils were not considered responsible enough to have the slightest say in such matters as education, town planning and building bye-laws, and they had to go cap in hand to the county council should they want to borrow money. Those facts alone indicated that something was wrong. Local government in the county of London was as rusty as the village pump and had been so for decades. While they did not entirely agree with the late Minister of Health that the structure of the L.C.C. was inadequate and unsuitable, they did say that, in their relative spheres, the borough councils and the county council were not doing the right jobs.

Report Not Biased

The county council in London should administer the major services and other authorities the minor and local services. The report was biased neither in favour of borough councils nor of the county council.

It was wise, Mr. Riding suggested, for NALGO to make some contribution towards improving the structure of local government, for, as the President had said in his opening address, local government officers were in a unique position to give expert advice in the solution of the problems confronting local government.

Moreover, adoption of the plan would widen the scope of the individual officer and assist in enhancing the status of the service. It was in accord with NALGO's spirit of public service that he asked Conference to back the plan. (Cheers.)

That the members of the Metropolitan district were not solid behind the plan was promptly demonstrated by J. B. McCANN, L.C.C. branch, who told Conference that his branch had consistently opposed it in the district committee. They regarded it as impracticable, contradictory, and in flat opposition to the fundamental unity of London as the capital city. They agreed that London local government needed reform but they did not see how it would be improved by partitioning it among a number of authorities each with the functions of a county borough.

Adoption of the plan would bring NALGO no credit—but it would accentuate the unhappy tendency for lines of cleavage to appear in the Association. Opposing also the Holborn amendment to refer back the scheme to the Metropolitan district, Mr. McCann said his branch had no confidence in the district's reconstruction committee which prepared the plan. That committee consisted of ten members, six of whom, including the chairman, were employed by authorities outside the Metropolitan area and who, therefore, lacked first-hand experience of the problem.

Branches Approved Plan

A. E. ODELL, Metropolitan district, supporting the motion as secretary of the Metropolitan district reconstruction committee, denied that the scheme sought to magnify the powers of one type of local authority at the expense of another. Their object was to strengthen both the Metropolitan boroughs and the L.C.C. All metropolitan borough branches had been invited to give their views, and their replies indicated general approval of the proposals. He was surprised that Holborn branch had submitted an amendment asking that the plan be referred back to the district, since it had offered no proposals for the guidance of the committee. The proposals had been discussed at great length at three meetings of the district committee and reflected accurately the views of the majority of its members.

P. H. HARROLD, N.E.C., and honorary solicitor for England, explained that he was a member of the N.E.C. sub-committee appointed to consider the plan, but had been unable to attend the meeting and had therefore sent his observations in writing: that was the memorandum to which Mr. Riding had referred. Those views had been borne out by the debate, in which they had had the spectacle of the Metropolitan district committee putting forward proposals for local government in London, and the L.C.C. branch publicly disagreeing with those views—with the prospect of more disagreement from the Holborn branch. It would be deplorable if this picture of local government officers disagreeing among themselves were to be reproduced before the Committee of Inquiry.



"... Officers disagreeing among themselves."

Another difficulty was the L.C.C. members. Ten years ago, he took part in a delegation to the L.C.C. staff association to try to persuade them to come into NALGO—but if this kind of thing were to develop, it might be twenty years before NALGO could send another.

Thirdly, while there might be no harm in officers expressing their opinion on broad issues, it was quite another matter for them to express views on detailed local matters. One never heard of a local branch offering evidence on a proposal to extend the boundaries of a county borough—that was the function of the elected representatives.

Further, there were great dangers in incursions of this kind. For example, NALGO was constantly endeavouring to secure compensation for members affected by alterations of boundaries or transfers of function, effected as a result of policies over which they had no control. But if they themselves suggested the changes, they would be met with the retort, when they claimed compensation for the members concerned: "Oh, no!—you yourselves advocated these transfers and alterations; how can you now

come forward and ask for compensation? Conference should beware of stirring up a hornet nest by interfering in purely local problems."

After Conference had rejected the Holborn amendment for reference back of the plan on the ground that it was impracticable and required more study—Mr. RIDING claimed his right of reply to the debate. Mr. Harrold, he declared, had contradicted himself, for in April 1943, LOCAL GOVERNMENT SERVICE, he had said that was in the public interest that "the unique mass of knowledge and experience on local government administration which is to be found in NALGO... should be used in the discussion of local government reconstruction." The compensation issue was the reddest red herring he had ever seen. Mr. Harrold knew well that the interests of officers were always adequately safeguarded.

Notwithstanding this spirited retort, Conference showed itself unwilling to stand by the Metropolitan district and rejected the motion.

BRANCH AND DISTRICT VIEWS

Freedom of Expression Refused

But it had not heard the last of Mr. RIDING, who came again to the microphone, this time as delegate for Hayes and Harlington, on a parallel issue—a motion inviting Conference to declare that district committees and branches had an unfettered right of public expression on public matters which did not conflict with Association policy as laid down by Conference.

Explaining the origin of the motion, Mr. Riding said that recently the Metropolitan district committee wanted to take, in its own name, action which affected no other district and which conflicted in no way with decisions of Conference. Many members of the committee felt that they had the right to do this, but one or two members who were members of the N.E.C., shook their heads. Therefore, he was asking Conference to confirm the fundamental right of a district branch to state its views publicly on any matter in which it was interested and which was not contrary to Conference policy.

The motion did not mean that any discussion on domestic or administrative matters would be debated in public. Nor did it mean that opinions expressed would commit the Association—they would commit only the district or branch concerned. NALGO had been built up on the autonomy of its branches.

A. B. HAULDREN, Heston and Isleworth, seconding, held that free speech and public expression would foster public relations. Every member had the right to express his convictions.

E. H. MASON, N.E.C., opposing, suggested that the motion was dangerous. Although N.E.C. did not want to fetter the right of office branches, and districts to express their opinion there must be some care exercised. Had the policy suggested by the motion been adopted, for example, branches would have been able to express themselves publicly on the plan for reform of London government—and Conference had just shown that it did not approve of that.

Delegates supported this view, rejecting the motion by a substantial majority.

FIVE-DAY WEEK

"Give Others A Lead!"

Next, A. C. WILLIAMSON, Richmond, asked Conference to instruct the staff side of the National Whitley Council to press for the institution of a five-day working week in the local government service. Local authorities, he urged, should give a lead to other employers in improving working conditions. By "five-day week," the motion implied no work on Saturdays, but no reduction in the total hours laid down by national charter. Certain functions would, of course, have to be carried out on a Saturday but adoption of the five-day week would benefit 80 per cent of officers. Those who had to work on Saturday could be given compensatory time off.



J. R. Riding

Five-Day Week Yet : Should Door be Closed to Temporaries ? 141

C. WILLIAMS, Croydon, while agreeing in principle with a five-day week, suggested that it was not an appropriate time to ask for it, as there was a world shortage of many commodities and we had an unbalanced budget. If local committee officers obtained a five-day week, employees would rightly seek the same wage—and we should not get the houses, fill shops, abolish the queues, nor build up exports tidily as was necessary.

Mr. E. L. RILEY, N.E.C., L. BEVAN opposed both the amendment and Andover's amendment which, while in the five-day week, asked for a minimum of Saturday off each month. The N.E.C., he would accept the South-Eastern district, amendment asking for off-duty periods, usually at the end of the working week. Apart from the question of national policy, said Mr. Bevan, it would be inopportune to start altering the Charter. Moreover, certain departments had to work a five-day week whether they liked it or not and did not want to differentiate between one department and another.

Saturday In Four

On moving her branch's amendment for one day each month, Miss J. AYLMER, Andover, pointed out that the benefit of shorter hours would be more if two clear days were given at the end—even though it were only one week in four. There were two large groups, particularly affected: those harassed individuals, studying examinations in their spare time, for whom Charter provision for special leave of absence sometimes a pious hope; and those whose employers took them from one place to another, leaving their relatives behind them and to whom a week-end would mean a visit home. Her many officers forced to turn down good offers, because they could not find a house, might be tempted to take the jobs, thus gain promotion if it could be sure of a full Saturday off to visit their families.

There was nothing contrary to the spirit of the Charter in the amendment. The Charter merely laid down a working week of 38 hours, but did not specify those hours should be apportioned: there was nothing to stop a local authority agreeing to longer hours on weekdays to provide for a monthly Saturday free.

Supporting, R. T. PRESLAND, Hemel Hempstead, Conference that, before the adoption of the Charter, his members, in common with many others, had enjoyed one Saturday off in four, but the Charter had robbed them of that privilege. A concession was a valuable one to many members, enabling them to recover sleep lost through attending evening meetings.

Opposing for the N.E.C., W. O. DODD declared it was rubbish to suggest that the Charter made it impossible to have a monthly Saturday. The N.E.C. view was that, since conditions changed from office to office and from officer to officer, it would be wrong to lay down any national rule of a fixed Saturday off in four. The best course was to leave it to individual decision, as the South Eastern amendment suggested; later, when the practice had been built up, they might then ask the National Whitley Council to recognise it. Conference agreed, rejecting the motion and Andover amendment, but approving the South Eastern amendment.

GUEST HOUSES

Comfort For The Retired

MISS C. GREEDUS, Metropolitan district, followed in a motion urging the N.E.C. to consider the provision of self-supporting guest-houses in which retired members could make their homes—in addition to any similar provision which might be made by the Benevolent and Orphan Fund.

While it was known, she said, that the Benevolent and Orphan Fund was considering providing accommodation for retired members who could not find comfort and attention elsewhere, the Metropolitan district felt that special consideration should be given to self-supporting guest

houses which would not be a liability on the fund.

T. C. POWELL, Devon county, moved an amendment to extend the facilities of the proposed guest houses to wives, husbands, widows, and widowers of members. If this were not done, he warned, the guest houses might encourage retired officers to leave their wives and start a new existence (laughter) in what might develop into a superior type of bachelors' club. (Laughter.) To prevent the possibility that homes might be broken up, he therefore asked Conference to approve the motion coupled with the amendment.



"Leave their wives and start a new existence."

E. L. RILEY, N.E.C., said that the Council would leave the decision with Conference—adding merely the suggestion that the first two letters in the word "retired" might be omitted. (Laughter.) Conference approved both motion and amendment.

"EXTEND MEMBERSHIP"

Servants Wanted, Too

J. LEWIS, Glamorgan, followed with a repetition of his branch's motion, rejected last year, to extend membership of NALGO to all local government employees designated as servants who were not catered for by recognised vocational or craft unions. He did so without apology, he explained, because last year's motion, appearing as No. 197 on the agenda, had been given scant consideration by Conference, and also because developments during the year had reinforced the belief in South Wales that the suggested extension of membership was desirable.

Between 1930, when Poor Law employees were admitted into NALGO, and 1940, South Wales branches had recruited both officers and servants into NALGO, and had experienced no embarrassment thereby. Then, in 1940, they were told that they must not admit servants—with the result that other unions recruited them and used their membership to the detriment of NALGO.

It had been left to local authorities to draw the distinction between an officer and a servant, and the most extraordinary anomalies had arisen. In Cardiff, for example, a caretaker was an officer, but in Glamorgan he was a servant. There was a sexton who was an officer while his cemetery superintendent was a servant!

J. ROBERTS, South Wales district, seconding, reminded Conference that, earlier, it had changed the rules to divert a fall in membership—by recruiting people from outside the service. The present motion sought to increase membership from persons already in the service. (Cheers.)

L. H. TAYLOR, N.E.C., opposing, said that the situation was peculiar to Glamorgan, which, after the amalgamation of the National Poor Law Officers' Association with NALGO in 1930, had recruited servants into membership. It did that, he understood, because the Glamorgan County Council joint committee, on which the Glamorgan branch was represented, catered for manual workers as well as for officers. Glamorgan was asking Conference to adopt a policy for the whole country to meet a purely local situation.

It would be wrong to do that. There was no affinity of interest between officers and manual workers. NALGO was an association of officers whose strength lay not merely in numbers but in the quality of its membership. Conference supported this view and rejected the motion.

Finally, A. F. HUTT, North Western district, moved the last motion on the agenda—calling on Conference to decide that, from July 1, no further temporary officers should be admitted to Association membership; with the proviso that temporary officers who were already members on that date should be allowed to retain their membership.

Prefacing his speech with a request—which Conference approved—to change the operative date to November 1, 1946—Mr. Hutt said that the motion had been put forward in fairness to both temporary and permanent officers. If it continued to admit temporaries, NALGO would dissipate the strength it needed to secure adoption of the Charter. The time had come to clear the decks and to close the ranks. He would say to temporaries, without any animosity, that they had come to a point beyond which they could not logically go, because the National Whitley Council was to review, on October 1, its existing scheme for the orderly dismissal or absorption of temporary officers. There was no need for those already in to be alarmed; they were all right.

Competing Claims

D. FOSTER, Salford, withdrew his branch's amendment, which had the same object as Manchester's but suggested no operative date, so that Conference might give wholehearted support to the motion, which he seconded. In admitting temporaries, he argued, NALGO had overlooked its long-term policy; it had thought primarily of what it could get from them, not what it could give them. Now temporaries were seeking support for their claims, which might conflict with claims of permanent officers, and the Association had to decide between the competing claims. The only solution was to make a clean break with the temporaries, to give full effect to the Charter, and thus make the municipal officers' career what it should be—a fully-fledged profession.

In view of Mr. Hutt's request to change the operative date to November 1, A. SMITH, Sheffield, withdrew his branch's amendment, tabled with that object, and supported the motion.

First opposition came from G. N. ROSE, Lewisham, who stigmatised the motion as the most ungracious he had ever seen on an agenda. His own branch had increased its membership by nearly 30 per cent almost entirely through the recruitment of temporary officers. Fifty per cent of the staff of his council were temporaries, and the branch intended to recruit every man and woman among them, unless it was prevented from doing so. For the past six and a half years these temporaries had done a damned good job of work and were still doing it. (Cheers.) Neither the local authority nor NALGO could do without them. Many were likely to become permanent. What would be their attitude towards the Association if it excluded them from membership so long as they held their temporary status? The motion would drive them straight into the arms of other unions.

"Cheap Labour" Menace

H. S. BAILEY, Manchester, supporting, disclosed that, in Manchester, temporaries who had been in the Service ever since Conference had decided to admit them, were joining only now. Why? NALGO's first responsibility was to honour the pledge given to those who had served in the Forces.

J. M. BICKEL, Bermondsey, opposing, argued that if permanent officers were to maintain their standards they could not afford to have an unorganised body of cheap labour in their midst. The temporary must be catered for and his standards made comparable with those of the permanent officer. True, the motion contained something about safeguarding the rights of existing members, but temporaries were nevertheless saying: "Now that the immediate need for our services is over you want to throw us away like an old rag."

F. TAYLOR, St. Helens, also opposing, contended that there were greater dangers in keeping temporaries out of NALGO than in letting them in. During the war the Association desired all appointments to be on a temporary basis and local authorities, not yet knowing their commitments, were continuing to appoint juniors on

D. J. Parry Inducted as New President

that basis—with the result that, if the motion were passed, those juniors would be denied the initial advantages of NALGO and might join rival unions.

C. H. FOSTER, Oldham, declared that had the motion forbidden local authorities to employ temporaries, his branch would back it 100 per cent. But did anybody think that local authorities would refuse to employ temporaries because NALGO had excluded them from membership? On the contrary, they might well increase their temporary staff as a lever against the permanent staff.

J. PEPPER, N.E.C., opposing, reminded Conference that temporary officers had always been admissible at the discretion of branches, and the motion, therefore, sought to impose a ban which had never before existed.

Andover branch had tabled an amendment calling on the Association to welcome temporaries and to obtain for them salary scales comparable with those obtained for permanent officers. Opposing this, Mr. Pepper explained that NALGO's policy was, as soon as possible, to have all temporaries remaining in the service made permanent, which would automatically ensure to them the Charter scales and conditions. In view of this assurance, Miss J. AYLMEY, Andover, withdrew the amendment.

Replying to the debate, Mr. HUTT ridiculed the argument that adoption of the North Western motion would drive temporaries into other unions. Conference need have no fear of that, since NALGO would still have a "comfortable margin" of seats on the National and provincial Whitley councils. They should regard this as the "pay off"—the point at which a decision must be taken between unity and sloppy sentimentality. But Conference did not agree, and rejected the motion.

Farewell To A. A. Garrard

This concluded the controversial business of the agenda, but before turning to the induction of his successor, the PRESIDENT invited Conference to say goodbye to a NALGO stalwart who was appearing for the last time as an office holder and member of the N.E.C.—the Immediate Past President, A. A. GARRARD. (Cheers.)

Mr. Garrard had been one of the staunchest and most forthright members of the Association, and they could not let him go without saying: "Thank you, indeed, for your loyal service to us and our colleagues in the past, and may we see you at many more Conferences as our esteemed guest." (Cheers.)

Then, for the last time, Conference heard the stentorian "GARRARD, East Ham," which had so often been the signal for a fighting speech in the past, wishing his colleagues continued success in their difficult tasks, so that the Association might grow from strength to strength. (Prolonged cheers.)

Induction Ceremony

The President then rose to conduct the traditional ceremony marking the end of his own year of office and the beginning of that of his successor in the Presidential chair.

Mr. Parry, said Mr. Harrod, was a Welshman. (Cheers.) Born and educated in Wales, later he thought he might improve his education by a short sojourn in England (laughter), so he went to Cambridge (laughter), but soon tired of England and resumed his life in Wales, taking up local government service as a solicitor. For twenty years he had been a valuable member of the Association, and had served his authorities in Wales with distinction, charm, and a fine brain, and had attained the high office of clerk to the county of Glamorganshire. When Mr. Harrod had visited South Wales as President he had been astounded and delighted to find with what extraordinary warmth of feeling and affection the whole district regarded Mr. Parry. (Cheers.) He would make an admirable President, and next year's delegates could be assured in advance that they would never ruffle him, no matter how restless they might get.

Here, amid cheers, Mr. Harrod placed the ribbon carrying the President's badge of office around Mr. Parry's neck, and the new President came to the microphone to acknowledge, with simple and sincere humility, the great honour accorded him. When he was first invited, some years ago, and much to his surprise, to become junior Vice-President, he told Conference, his

immediate impulse, realising that acceptance might lead him to the Presidential chair, had been to decline, on the ground that he was unfitted for the office. NALGO's President should have many great qualities—leadership, a ready tongue, the ability "to mix with kings nor lose the common touch"—and he must be neither a Yes-man nor a Molotov. (Laughter.) Of those qualities he possessed only one—he would not lose the common touch. But, while tempted to decline the invitation, he realised, on reflection, that the honour would be not his alone, but would be an honour to his branch, his district, and his country (cheers), and therefore he decided to accept and do the best he could. It was the greatest honour ever conferred upon him. He knew that NALGO would not suffer fools gladly, but was comforted by the knowledge also that if a man were sincere, members were tolerant of his deficiencies and generous in their praise should he deserve it. Mr. Harrod had set him a standard which it would be difficult to approach, turning "bleak prospect" into glorious sunshine. (Cheers.)

In conclusion, Mr. Parry pledged himself to do his best to uphold the dignity of his office and to hand it over to his successor with its honour untarnished and, if possible, its prestige still further enhanced. (Prolonged cheers.)

Two New Members on National Executive Council

Only two new members will take their seats on NALGO's National Executive Council as a result of the election, the result of which was declared at Conference. They are:

E. R. DAVIES, deputy clerk of Berkshire County Council. Mr. Davies is no stranger to the N.E.C., upon which he sat as a representative of the Southern district from 1939 until last year, and his re-election indicates the confidence in which he is held by his district colleagues. He has been a member of the Association since 1929, when he entered the service as assistant solicitor at Manchester, where he served until obtaining his present appointment in 1935. He was president of his branch from 1939 to 1944, chairman of the Southern district committee from 1939 to 1941, member of the NALGO reconstruction committee from 1942 to 1945, and sits on the staff side of the Southern provincial council, of which he is a member of the advisory and appeals committees.

G. C. MARTIN, appointed to the N.E.C. by the Birmingham Municipal Officers' Guild, which has now merged with NALGO. Mr. Martin, who is 43, has spent the whole of his official life in the treasurer's department at Birmingham, which he entered in 1920, and is honorary accountant to the Lord Mayor's War Relief Fund, the R.A.F. Benevolent Fund (Midland Appeal) and the city of Birmingham orchestra. During the war he was civil defence control officer. He has been a member of the management committee of the Birmingham Guild since 1927, was elected to the staff side of the joint consultative committee in 1942, becoming chairman of the staff side and vice-chairman of the committee last year. He was elected vice-president of the Guild in 1943 and president in 1944.

The full result of the election of honorary officers and N.E.C. is as follows:

HONORARY OFFICERS

(All returned unopposed)

PRESIDENT: D. J. Parry, M.A., B.Sc., county clerk, Glamorgan.
VICE-PRESIDENTS: C. J. Newman, O.B.E., town clerk, Exeter; P. H. Harrod, town clerk, Hampstead.
TRUSTEES: A. G. Bolton, sen. accountancy assistant, Harrogate; G. Llewellyn, ch. clerk, finance dept., Monmouth; A. Pinches, ch. rate collector, Croydon.
HON. TREASURER: J. H. Robinson, F.I.M.T.A., C.A.A., city treasurer, Leeds.
HON. SOLICITORS: England, P. H. Harrod, town

Mr. Harrod briefly acknowledged the President's gracious tribute to him; he greatly enjoyed his Presidential year and Conference. Then he proposed votes of thanks, a few of which delegates carried with acclamation, to The Mayor of Brighton, for his hospitality, geniality, and kindness;

The Corporation of Brighton, for allowing Conference to meet in the Dome—one of the best halls it had ever had. (Hear, hear);

The staff of the Dome, especially Mrs. Geer, who had sat throughout the proceedings controlling the microphones to suit the voice of each speaker; and

The local conference committee, and especially its tireless secretary, J. A. PACKER.

Mr. PACKER, who was received with another great outburst of cheers, said that the Conference committee had worked as a team. They had tried to provide every possible facility, including tours for the ladies. (Cheers.) The Corporation had been most helpful, every facility asked for had been given, and they were grateful if delegates felt that Conference had been a success. Their real reward would come if delegates would return as visitors to Brighton.

And so, to "Auld Lang Syne" and "The King," NALGO's thirty-sixth annual conference came to an end at 5.1 p.m., just six seconds after its appointed time—surely the best timing the Association has ever known.

clerk, Hampstead; Wales, D. J. Parry, county clerk, Glamorgan; and Scotland, R. McGill, county clerk, Moray and Nairn.

NATIONAL EXECUTIVE COUNCIL

Metropolitan—E. A. S. Young, assistant education officer, Willesden, 7,385; A. E. Odell, dep. town clerk, Poplar, 7,310; A. Pinches, ch. rate collector, Croydon, 7,248; W. Pitt-Steele, sec., Aldersbrook Homes, East Ham, 5,551; W. Strother, bor. surveyor, Bethnal Green, 5,194; Miss M. Anderson, supt. meals, West Ham, 4,961; G. W. Phillips, supt. attendance and bye-laws, Essex, 4,190; J. W. Edmond, 2nd class clerk, P.L.A., 3,898; H. Bilzard, princ. ass. town clerk's dept., Hendon, 3,806.

North-Western and North Wales—E. L. R. supt. of lettings, housing dept., Liverpool, 13,099; J. Underwood, ch. audit officer, Blackpool, 12,004; L. H. Taylor, 1st committee clerk, Salford, 11,645; J. H. Tyrrell, dep. public assistance officer, Lancashire, 11,132; E. H. Mason, dep. general manager of transport and traffic supt., Manchester, 9,993; A. S. Garnet, clerk in charge of supplies section, engineer and surveyor's dept., Liverpool, 9,982; H. Russell, sec. p. dept., Stockport, 9,299; A. Clark, ch. admin. ass. engineer and surveyor's dept., Bolton, 9,125; and W. Rowlands, F.C.C.S., ch. financial officer, Rhyl, 8,566.

North-Eastern—R. E. Heron, ch. asst. director, education, Sunderland, 3,373; J. Y. Fawcett, cashier, S. Shields, 3,315; F. Bainbridge, committee clerk, Durham, 2,703.

Yorkshire—A. G. Bolton, ch. accounting ass. Harrogate, 5,859; Miss E. Dawson, sen. clerk, education dept., Leeds, 5,716; W. R. Beavers, hospital steward, Sheffield, 5,528; T. Nolan, ch. clerk and accountant, electricity dept., Leeds, 5,308; E. M. Bourne, asst. accountant, Hull, 4,203; F. C. Corbishley, ch. clerical secretarial section, treasurer's dept., York, 4,148.

East Midland—J. Pepper, sen. committee clerk, Nottingham, 4,514; G. T. Belton, F.R.V.A., rating, valuation officer and dep. clerk, Basford, 3,616; M. Joyce, superannuation officer, Lincoln, 3,602; R. Evans, D.P.A. F.R.V.A., clerk, Blackwell, rural district, 3,492.

West Midland—H. R. Jones, accountancy ass., Wolverhampton, 4,073; W. E. Veasey, bor. treasurer, West Bromwich, 3,836; R. L. Evans, 1st class clerk, Warwickshire, 3,443; T. W. Maslen, audit ass. Coventry, 3,026; G. C. Martin, treasurer's dept. Birmingham.

Eastern—E. F. Bacon, asst. education officer, Norfolk, 2,715; A. E. Nortrop, dep. education officer, Luton, 2,299; A. Denton Ogden, M.B.E., ch. sanitary inspector, Chesham, 1,882.

South-Eastern—W. O. Dodd, LL.B., dep. town clerk, Brighton, 3,411; J. Young, D.P.A., clerk, clerk's dept. Kent, 3,320; N. W. Bingham, clerk, education committee, Kent, 3,230.

Southern—J. W. Moss, div. education officer, Buckinghamshire, 2,509; P. H. Brown, ch. cashier, passenger transport, Portsmouth, 1,537; E. R. Davies, dep. clerk, Berkshire, 1,528.

South-Western—C. J. Newman, town clerk, Exeter, 2,890; R. T. Shears, princ. asst., clerk's dept., Devon, 2,882; L. C. St. Leger Veend, clerk, Sodbury, 2,429.

South Wales and Monmouthshire—J. Llewellyn, ch. clerk, county treasurer's dept., Monmouthshire, 3,165; L. Bevan, clerk and steward, Hensol Castle, M.D. Colony, Glamorganshire, 3,153; H. W. Johnson, clerical asst., engineer's dept., Cardiff, 2,873.

Scottish—S. H. Brodie, ch. div. clerk, assessor's dept. Glasgow, 5,522; R. Adams, clerical asst., assessor's dept. Edinburgh, 5,051; J. Penny, ch. asst., assessor's dept. Dundee, 3,095; J. Brown, ch. committee clerk, Lanarkshire, 3,030.



G. C. Martin

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BRIGHT INTERVALS AT BRIGHTON



I SHOULD NOT have been at Brighton at all had Ernest, our branch chairman, not opened his mouth too much at the District Committee. We are used to it in the branch, and usually manage to shut him up, but at the district meeting he spouted so vehemently about no-detriment clauses and one or two other items on the agenda that he was appointed a district delegate. Of course, he was unbearably stuck-up about it—until I pointed out that I, who was counting on taking his place as branch delegate, carried 76 votes to his one.

That quietened him for a day or two, until he heard that the district committee was going to pay him Charter rate of expenses, £1 16s. a day. Since our branch has always paid nothing but actual out-of-pocket expenses (which means that our delegate has had to bring home all his tram and bus tickets and get receipts for odd sixpences from suspicious railway porters) you can imagine how impossible he became.

"My boy," he said to me from the lofty height of his six years and £35 p.a. seniority, "you can rely on me to see you right at Brighton. Of course, I shall probably have to stay at a good-class hotel for the honour of the district, but we can meet in the evening and have a jar or two. And if you are hard-up, I'll advance you the cost of your round until pay day."

Deciding that something must be done, I seized the opportunity at the next branch executive, when he was off sick, to slip through a neat little resolution: "That the branch treasurer be appointed delegate to Conference and that his expenses be paid at the accepted rates." I skillfully concentrated the attention of Bunworthy and Scrimpton, the self-appointed guardians of branch funds, on the advisability or otherwise of sending a delegate at all. I let them view this with grave concern, then pointed out that the branch had submitted one motion and two amendments and should really have two delegates. The women members of the executive, to whom I had pledged support for all female business at Conference, supported me, and the deed was done. For five days I was to live on the scale of A.P.T. Grade VI!

It had just stopped raining when I arrived in Brighton and reported at my digs. It is a funny thing, but Bloggs, our local sanitary inspector, can give me a tref and tested address in any town in Great Britain, and has never put me on a loser yet. I haven't discovered whether it shows that he has good connections or a murky past; anyway, I was given the sort of meal that ordinary members of NALGO are sure their subscriptions buy for members of the N.E.C., and, with the torpid look of a director of the black market, strolled out to find Ernest. He was just finishing dinner when I arrived at his hotel, and didn't seem too pleased with things. Apparently, he was paying seven guineas for the use of clean tablecloths, fluorescent lighting, and the smell of food, and he was hungry. I couldn't resist telling him of my steak pie, apple dumplings, and bottle of beer in the kitchen at three guineas, but judged it inopportune to give him the official interpretation of "accepted rates of expenses." Instead, I took him down to a little pub, also recommended by Bloggs, where the barmaid thought we were entertainers on the pier; Ernest does look a shade flamboyant in a NALGO tie and blazer. When we explained, a trifle stiffly, that we were in Brighton for an important Conference, she giggled reminiscently and said: "Oh! They were a lively lot last week!" Ernest said nothing, but I felt that he was rather nettled.

Monday was devoted to meetings on public relations and education, and afforded delegates the usual chance for reconnaissance and speech rehearsal. The public relations meeting was notable for a delightful address by SIR STEPHEN TALLENTS, who, by his manner and reputation, made it obvious that he did not believe public relations to be an exclusive mystery served by a

high-pressure priesthood, but merely the application by able administrators of commonsense and good taste to the task of conveying information to the public.

He was followed by a quartet of branch P.R.O.s who performed variations on the theme "Apathy." Notable among them was HOLT, of Blackpool, whose youthful appearance added humour to his ingenious "machia-villainy" in dealing with councillors and colleagues. Sir Stephen was obviously entertained by a meeting of 800 people which took as its first item of business a vote "that the hall we are now in is too small" and thereupon rose in a body and proceeded to the main Conference Hall.

The afternoon meeting of education correspondents produced an equally large attendance

BELIEVE IT OR NOT!

Overheard at the Conference Ball

DELEGATE: Are you a member of NALGO?
FAIR PARTNER: I've just joined, but don't know much about it. Is it anything to do with the Co-op?

D.: No, NALGO is a trade union for officers of local authorities.

F. P. (seeing the light): Oh, it is just to do with Brighton, is it?

D.: No, it's for the staffs of all local authorities in the country.

F. P. (not to be deceived): Oh, but I come from London and we haven't any there!

but, characteristically, lacked the energy and enterprise to change its venue. The main impression I gained was that a surprising number of local government officers wish they had studied in their youth, but are determined not to lose by not having done so. The fear so generally expressed of the gross injustice of the examination bars in the Charter scales was not allayed by some rather indecisive replies from the platform, but MR. GARRARD, our Past President, made a forceful counter-attack, pointing out that NALGO had been stressing its education policy for twenty years and no one, therefore, could claim to be taken by surprise.

The official reception by the Mayor of Brighton at the Royal Pavilion on Monday night was notable for two things. Firstly, there were enough girls. This was such a shock to Ernest that he almost forgot to buy me a drink, but I hastily reminded him before he became entangled with the pulchritude of Brighton. And quelle pulchritude! Judging by the partners Ernest and I danced with—or on—the returning warriors of Brighton Corporation will not read the Charter until the second week back at work, only to murmur "All this—and heaven too!"

The second notable factor was that there were two ballrooms, in simultaneous use, separated by a no-mans-land consisting of a long and well-stocked bar. Patrolling in no-mans-land was continuous and forceful. Towards the end of the evening, the proceedings became festive, with cymbal reels and "Knees up, Mother Brown" being danced with old-world grace and vigour. I said to my partner—(a smashing piece of home-work who was limping on the off-fore but doggedly enjoying herself)—"I suppose this NALGO crowd is rather more boisterous than the average you have here." "Oh, no!" she said. "Last week we had another conference, and they were positively dynamic." From then on, for the honour of NALGO, my duty and inclination went hand in hand. That is about all I can, or care to, remember of the evening. I must, however, deny the story that the Brighton Council resolved "That the NALGO delegates be received and that they lie under the table."

Conference proper (I) started with the usual "Peace on earth, goodwill even to the N.E.C."

atmosphere, and after a quietly statesmanlike address by the PRESIDENT, delegates were in receptive mood when MR. ROBINSON, the Association's new hon. treasurer, made his debut. Some treasurer! some debut! For half an hour he informed, entertained, instructed, and worried us. Twice he offered to stop if we had heard enough, and twice he was unanimously urged to give the knife another twist.

He sought to disillusion any member who thought that NALGO was financially on velvet, and quoted, apparently from memory, figures from the balance sheets of 1933 onwards. He pointed out that, though income was rising, expenses were rising even faster, and reserves were accordingly dropping. He examined the reserves in detail, and suggested greater realism would be no disadvantage. At this point, Ernest asked anxiously as to the liquidity of our branch reserves, and I was the better able to reassure him since they were in my wallet at the time.

The looks on certain N.E.C. faces during the report made me think that they regretted either the revelations or their own lack of opportunism in not having tabled a motion further increasing subscriptions.

The next item was a proposal by the N.E.C. to restrict speeches to ten minutes for a proposer and five minutes for each following speaker. This gave Ernest his first chance to use the mike, when, in a well-read speech, he begged permission "to formally withdraw" our district's amendment (which put in eighteen lines of type the gist of the N.E.C. motion which took six).

In his choice of phrase, Ernest set an example followed by fully a score of subsequent speakers, who either split their infinitives or "formally seconded" something with a neatly-written impromptu speech. The effect of the red light hanging ominously on the mike was evident throughout the succeeding debates, and everyone agreed that, after 25 years, the N.E.C. had had a good idea.

A motion by Hull, and four varying amendments all seeking an increase in bonus, were soundly beaten, which made it harder to understand why Fulham's motion, which was almost identical should have been carried—perhaps because it contained the blessed word "implemented."

The usual flock of proposed revisions to the Superannuation Act were referred to the N.E.C., where they were assured of a good home by MR. HARROLD, who apparently has the largest collection in captivity. Some day, he will look them on Westminster, and we shall doubtless find that we are all years past the new retiring age.

A Robin Hood proposal by the N.E.C. to reduce the income of the Metropolitan, North Western, and Yorkshire districts, and to distribute the spoils among the other districts, brought a heart-rending appeal from the Scots, who quoted the cases of members who were forced to travel by air to attend district meetings—at enormous expense! An envious Conference voted for the support of such far-flung trade unionism, and rejected an appeal by the Yorkshire district, who denied they had agreed to be a victim.

A motion by North Devon, demanding "machinery for the guidance of local authorities in the grading of officers" made me think for a moment of racks, thumbscrews, and other persuasive gadgetry, but Conference was sternly realistic, and after CHARLTON of Bolton had mentioned the probable length of the queues for the appeals tribunals, apparently as great as that at the lemonade stall at a Rechabite outing, Conference quickly ordered the N.E.C. to "get cracking."

That evening, Ernest and I went to the theatre, and since there were some hundreds of delegates there, it wouldn't have ruined the evening if the curtain had never gone up. Even so, I heard the fireman say to the programme girl: "A quieter bunch than last week, thank goodness."

(Continued on page 146)

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(Continued from page 144)

Wednesday was certainly the brightest and most varied day of the Conference. We started with a debate on the need for a general "no-detriment" clause in the Charter, and all the delegates who have enjoyed local holidays on Shrove Tuesday, or the third Friday in Epiphany, fought tooth and nail to retain them. One or two ingeniously suggested that there should be a levelling up rather than a levelling down of service conditions. I started to add up the local holidays I knew—the Lancashire Wakes weeks, the Northumberland race weeks, the Metropolitan boroughs' days after Bank Holiday. When I reached 14 weeks' holiday a year I was becoming converted, until it was pointed out that, if the 'entire employers' side of the N.J.C. died of apoplexy, the Charter wouldn't be worth much. The N.E.C. did a neat somersault by demonstrating the absolute impossibility of a "no detriment" clause in a National Charter, and then accepting an amendment which deplored its omission.

Next, there was a motion by Southwark pleading for a better weighting figure for Metropolitan salaries under the Charter. COYNE, of Battersea, packed his five minutes with so many laughs that he had difficulty in obtaining a hearing for his serious conclusion. He mentioned, by the way, that he hailed from Liverpool. In this home town of Arthur Askey, Tommy Handley, Robb Wilton, and our own TEDDY RILEY, is life so grim that men *must* be funny? The touch of humour animated the 85 per cent of delegates who had no personal interest in the matter, and the motion and amendments were remitted to the N.E.C.

At this stage of the 1946 Conference, NALGO ceased to exist, after almost 40 years of continuous growth. In its place was created a trade

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NALGO ties are again—in uncrushable art silk—for 6s. 6d. and one coupon. Also available at pre-war prices and in pre-war quality are a few:

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union catering not only for local government officers, but also for officers of almost every type of public undertaking, from bus companies to water boards. Ernest and I agreed that the passing could have been marked with a little more ceremony, say "Forty years on" by the South Wales delegates, and a verse of "The Red Flag" by the N.E.C.

Shortly after the great transformation scene, a delegate who said he spoke for Common Decency proposed an unofficial vote of thanks to the wartime temporary officers who were now on their way out of the service. He accused the N.E.C. of giving the temporaries a pat on the back—"but too often, too hard, and too low!"

After the N.E.C. had promised to put on record the Association's appreciation of the work of our temporary colleagues, Ernest said to me: "That bloke had a Lancashire accent, but the branch had a Cotswolds sound about it."

We heard a delightful little speech from Miss FERGUSON of Glasgow, urging that ginger be applied to the Royal Commission on Equal Pay. Even if I had not been pledged by the ladies of my branch, and even if Miss Ferguson had not been supported by the best comic turn of Conference, I should have voted for her, and that seemed to be the feeling of everybody. The N.E.C. explained (a) that it wasn't the Royal Commission's fault that it hadn't reported, (b) that it was tantamount to treason to try to expedite a Royal Commission, and (c) that it would do something about it.

When the motion to discontinue women's committees was both proposed and opposed by women, I, like Desdemona, did "here perceive a divided duty," and accordingly tossed a coin, regarding this as the only course open to a muddled male. Apparently most other delegates' ha'pennies came up tails also, and the motion was accordingly defeated.

The day finished with an unscheduled debate on the editorial in the May issue of the L.G.S.

Right from the start of Conference there had been a number of oblique references to "Bleak Prospect for Brighton." Many delegates had apparently been at some pains to justify their attendance at Conference after their members had read the article, but Ernest and I could feel no sympathy for them, since we had been careful that our members should not see a copy until after we had left. Delegates must now have been feeling a little jaded, since they enthusiastically agreed with a North Eastern speaker who demanded a committee to supervise all opinions appearing in the journal, and almost as noisily agreed with a delegate from the North West that no committee can edit a paper and that the freedom of the Press is a pearl beyond price.

The last day of the main conference started with the affiliation debate which reached, even if it did not maintain, a surprisingly high standard. MORGAN of South Wales was both sincere and eloquent, and, unlike some of his predecessors, used the Left lead to the head quite as often as the more usual Celtic jab to the heart. Of the speakers who followed, it must be admitted that the N.E.C. provided the best, notably DODD, playing a confident innings on his home pitch, and NEWMAN, whose microphone technique made 1,500 delegates feel that he was just across the fireside from each individual one of them. Ernest was definite that the most memorable speech of the day was that delivered—or rather, detonated—by a delegate from Islington who roundly informed Conference that it hadn't the guts to affiliate. Remembering the peroration, "Why don't you take your shirt off and fight it with both hands!" I felt almost inclined to agree.

After this, the remaining debates were bound to savour of anti-climax, and the agenda drew to a dignified and well-timed close. I shall remember one phrase of the new President, Mr. Parry, who said that the holder of his high office "must not be a Yes-man—nor must he be a Molotov."

With somewhat pointed persistence, I emphasised to Ernest how skillfully Mr. HARROD had piloted a Conference of 1,500 delegates through an agenda of 106 items to harbour at exactly the scheduled time. Perhaps my words and Mr. Harrod's example will mean that in future our branch executive meetings will occasionally finish before the Duck and Basket discontinues the sale of draught beer.

At the dance that night, Ernest and I resolved that we would demonstrate to our partners (who, it must be admitted, were gluttons for punishment) that no Conference could outdo NALGO for dash, élan, and general *joie de vivre*. Alas, my old-fashioned waltz, Ernest's somewhat ponderous tango, and our combined expense accounts, invested at a bar which was open until midnight, could only wring from our discriminating companions a gracious admission that "this isn't so bad—though last week's were a bit brighter." Limp and weary after "The Dashing White Sergeant" and the "hokey-cokey," I was inclined to let the honour of NALGO go hang, but Ernest insisted that the Mayoral reception at Hove on Friday might give us one more chance, and we made our dates accordingly.

I think we both slept peacefully through most of the business of the ancillary meetings on Friday. Anyhow, I can remember nothing of them save that we duly elected a man from our district to a Committee of Management. Which, I have no idea, but I hope it was the right one.

If this account were fiction, I could easily describe how, in a final whirl of gaiety, Ernest and I established NALGO as an organisation which the girls of Conference towns recall with amazement and anticipate with respect. Unfortunately, life is not like that, and it was obvious from the outset that our efforts that night on behalf of NALGO prestige were predestined to failure. The Town Hall was a synthesis of all Town Halls, and Ernest and I felt so much at home that he wouldn't walk along the corridor to the bar without a piece of paper in his hand, while I found myself absent-mindedly auditing the cloak-room receipts...

Conscious of failure, and also of the doubtful liquidity of my reserves, I was rather quiet as I took my partner home. She may have misinterpreted my silence, since I noticed she kept a firm hold of her chubby umbrella. At last I said rather wistfully, "What Conference was it last week, whose delegates so impressed themselves on Brighton?"

"Oh!" she said brightly, "Didn't you know? It was the National Association of Cemetery and Crematorium Superintendents!"

House Exchange Service

Members wanting to exchange their houses this month, are:

W. W. E. Wood, Essex branch, wants a house or bungalow in **Upminster or Hornchurch** for his modern detached bungalow at Bicknacre (six miles from Chelmsford and five mins. from the main bus services)—write 10, Priory Rd., Bicknacre, Chelmsford.

"Advertiser," retiring from the Service wants small house or bungalow in **South Devon** in exchange for modern freehold house (4 beds, and large garden) in **Croydon**, near Shirley Park Golf Club, for sale or to let—write 24, Birch Tree Way, E. Croydon, Surrey.

Retired local government officer wishes to exchange his modern freehold end-terrace house near **St. Paignton** (3 beds, and long garden) for a house in **London** area plus cash payment—write to Editor, L. 24, Abingdon St., London, S.W.1.

Cayton Season Extended

CAYTON BAY Holiday Centre, near Scarborough, is to remain open until **October 12**, to meet the continued demand for bookings. The charges are £4 4s. a week for members and £5 5s. for friends, with reductions for children. Phone or write NALGO, 24, Abingdon Street, London, S.W.1.

Officer living at **Twickenham**, Middlesex, wants to exchange freehold house (semi-det., in good class neighbourhood, built in 1936 for £900, 3 beds., 2 recep., bathroom and kit., and brick garage; no war damage 5 mins. from S. Ry.) for similar property within 5 miles of S. Albans.

C. E. Elcock, sen. engineering ast., Islington, wants to exchange gnd.-floor flat, 30 Warwick Road, W. 1 (1 recep., 2 beds., dining-sitting rm., small gdn., 11 m. sea) for house within 12 miles of Islington Town Hall.

APPOINTMENTS VACANT INSTITUTE OF PUBLIC ADMINISTRATION

A Director.

The Institute of Public Administration proposes appoint a full-time Director to undertake responsibility for the development of the Institute and its obligations including the organisation of research.

Applications for the appointment are invited from men and women. Age limits and qualifications are not prescribed, but it is unlikely that a candidate with experience in some branch of public administration will be considered suitable.

The Institute is prepared to consider:

Applicants for appointment for a period of years but with a view to a permanency, or Applicants who may be seconded from their present employment for a limited period—subject to necessary consents being obtained.

The salary will be within the range of £700 to £1,000 a year, according to qualifications and experience. When a candidate is at present in superannuable employment—for example, in the civil service or local government service—the question of making some pension provision will be considered.

Intending candidates should write to the undersigned for further particulars of the appointment before making application.

Institute of Public Administration,
18, Ashley Place, London, S.W.1.

R. C. J. KENRICK,
Hon. Secretary

BOROUGH OF HOVE

Town Clerk's Department.

Applications are invited for the appointment of Clerk in the Town Clerk's Department.

The salary will be in accordance with Grade VI of the National Joint Council's Scales, namely, £535 to £600 per year plus cost-of-living bonus, at present £59 16s. a year. Candidates must have had extensive experience in committee work.

The successful candidate will be required to pass medical examination and to contribute to the Council superannuation fund.

Applications on forms to be obtained from the undersigned, accompanied by copies of three recent testimonials, must be received by me not later than September 7, 1946.

Canvassing will disqualify a candidate who related to a member of, or a senior officer under, the Council must disclose the fact in his application.

Town Hall, JOHN E. STEVENS,
Town Clerk

HEREFORDSHIRE LOCAL EDUCATION AUTHORITY

Administrative Assistant.

Required—Administrative Assistant (Grade IV.) to Clerk-in-Charge, Secondary Education Section, Education Department. Salary in accordance with the National Scales.

Applications to the undersigned.

County Offices, A. P. WHITEHEAD,
Bath Street, Hereford. Director of Education

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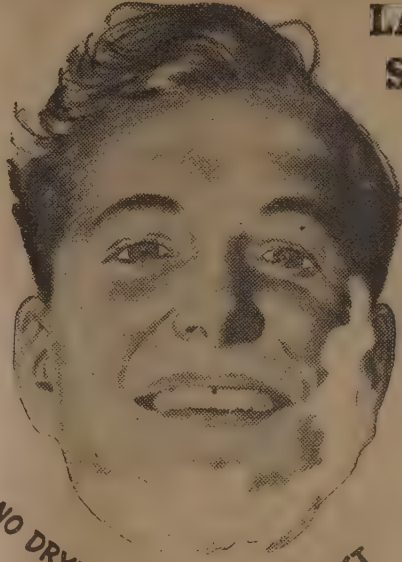
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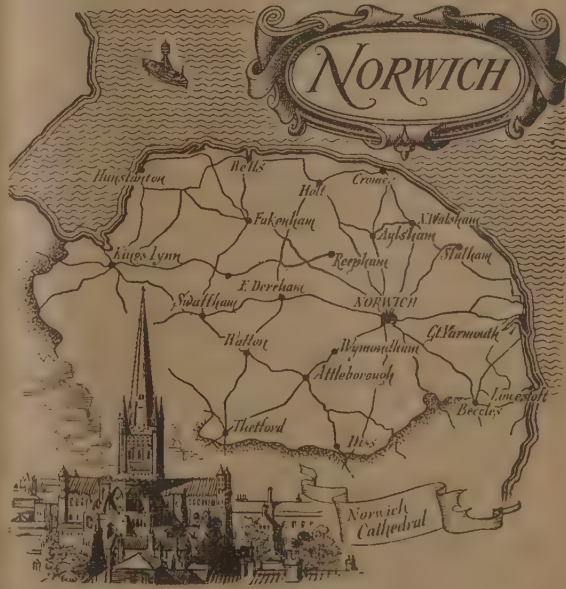
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NORWICH, capital city of the rich agricultural county of Norfolk, abounds in antiquarian interest, the Norman cathedral and castle being but two of the many fine buildings linking the present with the historic past.

This flourishing city and county also provide a wealth of early banking history. For generations the banking families of Gurney, Barclay, Birkbeck and Buxton were closely associated with the commercial and industrial development of Norwich and the surrounding districts; indeed, there is reason to believe that members of the Gurney family carried on banking transactions prior to 1650.

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IMPORTANT amendments and interpretations of the Charter have been agreed by the National Whitley Council and referred to provincial councils for action. They are:

Equal Holidays for Women

By basing annual leave on grade, instead of on salary, the Council has removed the anomaly by which some women received less leave than men on the same grade. The leave scale is now: Juniors up to 21—12 working days; General Division, over 21—15 working days; Other divisions up to and including A.P.T. Grade V—18 working days; and, All higher grades—21 working days.

Dismissal and Absorption of Temporaries

Temporary staff are to be declared redundant in the following order:

1. All part-time officers;
2. All men and women of 65 and over, including superannuated officers recalled for war service;
3. All other officers, those with longest service and highest efficiency being left till the last.

No temporaries should be retained to the detriment of permanent staff on or returning from war service.

All temporaries retained after October 31 should be absorbed—subject to a certificate of efficiency or qualification of a recognised professional institute—and given the same salaries and conditions of service as permanent staff. Thereafter, no temporary staff should be recruited except on special terms and for limited periods. Up to October 31 temporaries' salaries may be determined by the local authority. The recommendation that all promotions and appointments should be temporary is rescinded.

Age-bar Modified for Forces

To safeguard officers who have served—or are serving—in the Forces, local authorities should, when advertising appointments, either fix the upper age limit high enough not to prejudice them, or allow candidates to deduct their war service from their age.

Trade Union Representation

Local authorities should recognise all trade unions represented on the National Whitley Council, the particular one an officer joins being a matter for his own unfettered judgment.

Non-Infectious T.B. a "Disablement"

Non-infectious tuberculous persons should be included in the quota of two per cent of disabled persons an authority must employ.

Constitution of Examinations Board

The examinations board envisaged by the Charter will be composed as follows: a chairman nominated by the National Whitley Council; a member from each side; three members co-opted for their experience and knowledge of examinations; the independent chairman of the National Council; and the chairmen and secretaries of both sides. The functions of the Board are to devise and manage a promotion examination, to review examinations affecting the service, and to advise the Council on the selection of recruits.

Your Questions Answered

Should "weighting" for London be added to the salary scale before the "carry-over" provisions of paragraph 41 are applied?—*No. London "weighting" is an economic addition to salary, not a part of it.*

What London weighting should be applied to the miscellaneous division grade 1?—*£30 a year.*

Is a man receiving London "weighting" in addition to £435 basic salary eligible for overtime?—*Yes.*

If my twenty-first birthday falls on or after April 1, do I get 15 days leave in the same year?—*No, you must wait for the next annual leave period (April 1 to March 31) in the following year.*

In calculating my entitlement to sick pay under paragraph 16 of the Charter, can I count my war service as "service to my local authority"?—*You may count for this purpose any period which you could count under the Local Government Staffs (War Service) Act, 1939, for the making-up of civil pay. If you left your authority before you were 18, you may still count any period which you might have counted had you been over 18.*

Are officers of visiting committees covered by the Charter?—*No, clause 3 (c) of the Council's constitution excludes them.*

Should Charter service conditions, as distinct from salaries, apply to temporaries?—*The scheme is intended for permanent officers, but in the interests of uniformity and expedience, it should be extended to temporaries.*

Does the term "salaries" in connection with eligibility to overtime (paragraph 10) and annual leave (paragraph 11, now amended) include bonus?—*No, "salaries" exclude bonus.*

Is overtime payable when an officer is entitled to subsistence allowance?—(paragraph 19)—*No.*

Does "service" in connection with eligibility to annual leave (paragraph 11) mean continuous service under one or more authorities?—*Yes.*

Does an officer take his holiday qualification with him from one authority to another?—*Yes.*

Is N.H.I. benefit to be deducted from half-pay sickness allowance (paragraph 16)?—*No.*

Do the scales apply to chief officers getting less than £700?—*Yes, except to clerks to local authorities.*

Should the salary of an officer appointed to a new post on April 1, 1946, be governed by paragraph 27 (c) or 41? (i.e. should the salary be subject to "carry-over")?—*Paragraph 27 (c) applies, and he should get not less than the minimum*

salary of the grade and not less than his salary before promotion, with no "carry-over."

Should an increment due on April 1, 1946, be taken into account in determining the initial salary under paragraph 41?—*No, the salary at March 31, 1946, is the figure to be used.*

If I take the examination of more than one examining body, do I qualify for a grant in respect of each?—*Yes, if your authority so decides.*

It is a special condition of my employment to work 47 hours a week. Do I revert to 38 under the Charter? And from when will over time accrue?—*No, you must still work 47 hours; overtime will accrue after the 47th hour.*

Are health visitors who chose to come under the Rushcliffe Committee excluded from the national Charter?—*Yes.*

Can health visitors who chose to remain under provincial council conditions claim to be graded under the new Rushcliffe scales?—*They may transfer to Rushcliffe Committee grades or remain on their present scales.*

Is a qualified sanitary inspector entitled to count war service as part of the four years' experience necessary to bring him in A.P.T. Grade 11?—*Yes, so long as his war service followed his qualification and he was entitled to receive that service for the 1939 Act.*

Is a London officer whose salary would have gone up to £315 and who has been graded in the General Division of the Charter, entitled to proceed to a maximum of £345 (£315 plus £3 "weighting")?—*No, he is entitled to a maximum of only £330 (£300 plus £30 for "weighting").*

905 Authorities Have Now Adopted the Charter

OF the 1,530 local authorities in England and Wales 852—and 53 other authorities—had by July 5 adopted the National Charter, giving a total of 905, an increase of 388 on the June figure.

Local authorities which have adopted the Charter include:

- 37 out of 62 county councils;
- 63 out of 83 county boroughs;
- 21 out of 29 metropolitan boroughs;
- 192 out of 309 non-county boroughs;
- 290 out of 572 urban districts;
- 249 out of 475 rural districts;
- 53 other authorities.

Additions to the last published list are:

COUNTY COUNCILS

Anglesey, Bedfordshire, Buckinghamshire, Cornwall, Dorset, East Suffolk, Essex, Flintshire, Glamorganshire, Hampshire, Isle of Ely, Isle of Wight, Kesteven (Lincolnshire), Montgomeryshire, North Riding, Warwickshire, West Sussex.

COUNTY BOROUGHS

Bury, Derby, Doncaster, Grimsby, Lincoln, Manchester, Northampton, Rotherham, Salford, Southampton, Stoke-on-Trent, Swansea, Wakefield, Walsall, Worcester.

METROPOLITAN BOROUGHES

Bermondsey, Finsbury, Fulham, St. Pancras, Westminster.

BOROUGHES

Acton, Aldeburgh, Aldershot, Aylesbury, Basingstoke, Bedford and Wallington, Bexley, Blyth, Boston, Brecon, Bridlington, Carmarthen, Chingford, Cleethorpes, Colchester, Colne, Congleton, Conway, Crewe, Dorchester, Farnworth, Faversham, Finchley, Fowey, Gillingham, Gosport, Grantham, Gravesend, Great Torrington, Halesowen, Hendon, Hornsey, Hove, Hythe, Launceston, Leigh, Lewes, Llanelly, Louth, Lowestoft, Malden and Coombe, Margate, Nuneaton, Oldbury, Oswestry, Reigate, Richmond (Surrey), Rochester, Romford, Rugby, Ryde, Scunthorpe, Shrewsbury, Slough, Southall, Stourbridge, Stretford, Sudbury, Sutton Coldfield, Swindon, Tipton, Todmorden, Tetford, Walthamstow, Wanstead and Woodford, Wareham, Watford, Welshpool, Wisbech, Wood Green, Yeovil.

URBAN DISTRICTS

Aspull, Bala, Baldock, Bedwas and Machen, Beeston and Stapleford, Bentley with Arksey, Bethesda, Biddulph, Biggleswade, Bognor Regis, Bradford-on-Avon, Brentwood, Brightingsea, Broadstairs and St. Peters, Bromsgrove, Caerphilly, Camborne-Redruth, Canvey Island, Carlton, Castleford, Charlton Kings, Chestport, Chesnut, Church, Claydon-le-Moors, Corby, Coudon and Purley, Crook and Willington, Cuckfield, Darnstons, Dorchester, Dorking, Droylesden, East Barnet, East Grinstead, Eastwood, Egham, Epping, Eston, Exmouth, Fareham, Felling, Fishguard and Goodwick, Fleet, Forbury, Friern Barnet, Gainsborough, Gosforth, Harpenden, Hay, Hazel Grove and Bramhall, Heddon Royd, Herne Bay, Hitchin, Hornsea, Horwich, Hoylake, Hoyland Nether, Hucknall,

Ilminster, Kearsley, Kildgrove, Kirkham, Llanelli, Llanelw, Llwchwr, Long Eaton, Lynton, Market Harborough, Marlow, Marple, Mountain Ash, Mynyddiwy, Neston, Newbiggin-by-the-Sea, Newmarket, Neuss, Oadby, Oakengates, Penarth, Portland, Poulton, Fyde, Ramsbottom, Rhymney, Ross-on-Wye, Rothwell (Yorks.), Saddleworth, Salcombe, Sandy, Seaton, Seveoaks, Shepshed, Sheringham, Shildon, Shoreham-by-Sea, Sidmouth, Sittingbourne and Milton, Skipton, Spunborough, Standish with Langtree, Street, Stroud, Sunbury-on-Thames, Sutton-in-Ashfield, Swanscombe, Swinton, Tredgar, Tring, Turton, Tydesley, Uxbridge, Uttoxeter, Uxbridge, Ware, Wath-upon-Dearne, Wellington (Som.), Wells-next-the-Sea, Welwyn Garden City, Wem, West Mersea, Whitchurch, Whitstable, Witney, Winsford, Wirral, Wivenhoe, Wombwell.

RURAL DISTRICTS

Abergavenny, Abingdon, Alton, Amptill, Aylesbury, Bagshot, Barrow-on-Soar, Basford, Bellingham, Billingham, Blaby, Blodwell and Flegby, Bowland, Bradfield, Bradford and Melksham, Bridge-Blean, Bridport, Broadwidge, Bromsgrove, Burnley, Camelford, Chapel-le-Frith, Chard, Chichester, Chipping Norton, Cirencester, Clare, Clitheroe, Cockermouth, Cosford, Crowthorne, Darlington, Deben, Depwade, Dore and Brewardine, Dover, Downham, Droitwich, Dunmow, Durham, Dursley, East Kesteven, Eastry, Ely, Epping, Evesham, Gainsborough, Glanfor Brigg, Grimsby, Guildford, Gwyddal, Hailsham, Hatfield, Hay, Henley-on-Thames, Hertford, Hertford, Horsham, Hungerford, Huntingdon, Kidderminster, Knighton, Lanchester, Launceston, Lekeard, Loddon, Louth, Major and St. Mellons, Mansstone, Marlborough and Ramsbury, Marshland, Martlesham, Meriden, Morpeth, Nant Conway, Newcastle, Newcastle Emlyn, Newcastle-under-Lyme, Newbury, Newmarket, Newtown and Llanidloes, Nidderdale, Noman Cross, North Kesteven, Okehampton, Ongar, Painscastle, Penistone, Pewsey, Penybont, Reeth, Ringwood, Fordingbridge, Romsey, Rushmore, Sandhurst, W. S. Germans, Shaftesbury, Sharlow, Southampton, South Cambridgeshire, Southwell, Spalding, Stratford-upon-Avon, Taunton, Tavistock, Tetbury, Thirsk, Thorne, Truro, Vaynor and Penderyn, Wadebridge, Wainford, Wallingford, Ware, Watford, Welton, Welwyn, Whitchy, Wicanton, Winchester, Windsor, Wisbech, Witney, Wokingham, Workop, Wrexham, Ystradgynlais.

OTHER AUTHORITIES

Central Middlesex Assessment Committee, Col Valley Sewerage Board, Barnsley and District Joint Planning Committee, Durham County Water Board, East Kent Joint Planning Committee, Fylde Water Board, Grimsby, Cleethorpes and District Water Board, Heywood and Middleton Water Board, Kent Rivers Catchment Board, London and Home Counties Joint Electricity Authority, Mid-Glamorgan Water Board, North Devon Joint Hospital Board, North Middlesex Assessment Committee, Pontypridd and Rhondda Joint Water Board, River Great Ouse Catchment Board, River Wyre Catchment Board, South Bucks Joint Planning Committee, Staffordshire Potteries Water Board, Staffordshire District Gas Board, Taf Fechan Water Supply Board, Tamworth Waterworks Joint Committee, Tyne and Wear Health Authority, West Cheshire Water Board, West Middlesex Assessment Committee, Wirral Assessment Committee.

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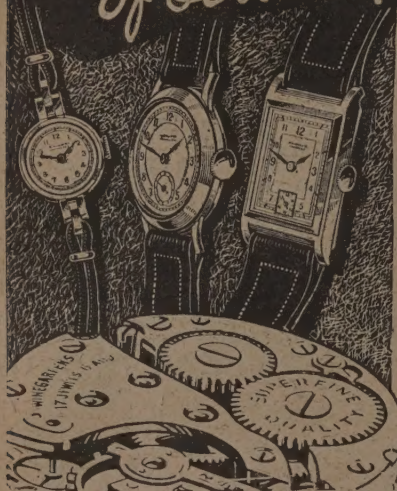
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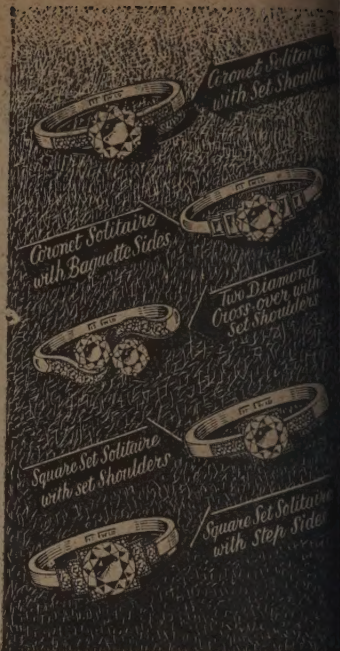
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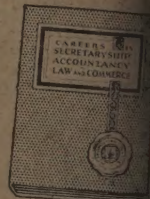
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